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ABSTRACT

This report is the Los Angeles Community College District's (LACCD's) seventh annual analysis of its progress under the Affirmative Action Program established in July 1976. Introductory remarks explain the District's affirmative action policy and summarize minimum benchmarks and percentage goals for the District. Next, an overview is provided of the LACCD's affirmative action program, including information on the functions of the District's Office of Affirmative Action Programs and Services; the role of college and district affirmative action representatives; the reporting requirements of the federal government; and the district's progress toward meeting its goals. A districtwide analysis is presented next, revealing: (1) the total number of LACCD employees decreased by 9.2% since 1982, with the secretarial/clerical and service maintenance categories most affected; (2) the percentage distribution of women and Blacks decreased by 3% and 1%, respectively; (3) of the 167 executive/administrative staff members, 25% were Black, 13% Hispanic, 7% Asian/Pacific Islander, 0% Alaska Natives or Native Americans, 56% White, and 27% female; (4) minorities represented 23.6% of the full-time and 24.8% of the part-time faculty; (5) women represented 39.6% of the full-time and 32% of the part-time faculty; and (6) the minimal number of net new hires in 1982-83, in combination with retirements, administrative transfers, and resignations resulted in a "deceleration" of progress. The next sections provide workforce analyses for the nine campuses in the LACCD and the District Office. A workforce analysis by class and class code is appended. (LAL)

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AFFIRMATIVE ACTION REPORT

1983

DISTRICTWIDE REPORT

CHANCELLOR'S OFFICE
OFFICE OF AFFIRMATIVE ACTION PROGRAMS AND SERVICES

LOS ANGELES COMMUNITY COLLEGE DISTRICT
617 SEVENTH STREET, LOS ANGELES, CALIFORNIA 90017

LOS ANGELES COMMUNITY COLLEGES

CITY :: EAST :: HARBOR :: MISSION :: PIERCE ::
SOUTHWEST :: TRADE-TECH :: VALLEY :: WEST

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APRIL, 1984

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SEVENTH ANNUAL AFFIRMATIVE ACTION REPORT, 1983

INTRODUCTION

This report is the Los Angeles Community College District's seventh annual analysis of its progress under the Board-adopted Affirmative Action Program established July, 1976. The program's policy statement expresses the District's commitment to implement an action-oriented program resulting in a balanced representation of minorities and women in all occupational categories of the District's workforce. Goals represent employment targets to which the District commits itself under a management program of planning and monitoring of employment activity to address areas of underrepresentation in the workforce. The Board's policy statement was last amended in December, 1979 and now reads as follows:

> "The policy of the Los Angeles Community College District is to implement affirmatively, equal opportunity to all qualified employees and applicants for employment without regard to race, color, national origin, ancestry, religion, creed, sex, age, handicap, marital status, sexual orientation, or veteran status. Positive action will be taken to ensure that this policy is followed in all personnel practices, including recruitment, hiring, placement, upgrading, transfer, demotion, treatment during employment, rate of pay or other forms of compensation, selection for training, layoff, or termination. A vigorous Affirmative Action Program will be maintained to ensure appropriate utilization of certain protected groups in specific areas and levels within the District workforce through the implementation of specific result-oriented procedures and activities."

The last quantitative change in affirmative action goals was brought to the Board and approved in 1982. This change upgraded the goal for women in the Executive/Administrative/Managerial category from 19% to the present goal: 38%. For reporting purposes, the district utilizes seven EEO occupational categories to establish and monitor the representation of protected groups within the institution's workforce. These categories are found in the Affirmative Action Guidelines for institutions of higher education published by the Department of Education, as well as Title 5 of the California Administrative Code pertaining to California Community Colleges. The categories are:

Executive/Administrative/Managerial
Faculty (Full-time and Hourly)
Professional/Non-Faculty
Secretarial/Clerical
Technical/Paraprofessional
Skilled Crafts
Service/Maintenance

On February 26, 1982, the Board of Governors of the California Community Colleges adopted amendments commencing with Section 53000 of Title 5 of the California Administrative Code. These regulations concerning locally-adopted Affirmative Action and Equal Employment Opportunity Programs require the revision of goals and timetables every three years. In addition, the State Chancellor reports annually to the Board of Governors and the Legislature on "the progress and/or effectiveness" of all districts in meeting these responsibilities. A review of the 1983 report to the state Legislature shows that the Los Angeles Community College District's representation and affirmative action staff utilization compares favorably to the statewide figures.

All community college districts are now required by Education Code Section 87102 to establish a written Affirmative Action Program. Further, Title 5 requires that local programs meet specified minimum standards as a condition for the receipt of state funding. These include the adoption of a policy statement, a written Affirmative Action Program, an Annual Report submitted to the state, and evidence that the district conducts affirmative recruitment. The implementation of the statewide Staff Data File allows for timely and uniform collection of affirmative action program data required by the state and federal governments.

A statewide Taskforce on Availability Data has now submitted final recommendations regarding minimum benchmarks against which local affirmative action goals are to be evaluated. If adopted, the benchmarks will be considered measures against which progress toward a more equitable utilization of protected groups in all occupational categories will be evaluated. Re-evaluation of the District's representation goals will be brought to the Board when appropriate.

The current established percentage goals for the district are summarized as follows:

a) For all Executive/Administrative/Managerial positions, the goals are: 10% for Black; 10% for Chicano/Hispanic; 4% for Asian/Pacific Islander; .5% for Alaskan Native/American Indian and 38% for women.

b) For Teaching Faculty, Other Certificated, and Professional/Non-Faculty, the goals are: 10% for Black; 10% for Chicano/Hispanic; 4% for Asian/Pacific Islander; .5% for Alaskan Native/American Indian and 40% for women.

c) For Technical/Paraprofessional, the goals are: 11% for Black; 18% for Chicano/Hispanic; 4% for Asian/Pacific Islander;.5% for Alaskan Native/American Indian and 35% for women.

d) For other classified positions, the goals are:

Secretarial/Clerical	
Black	11%
Chicano/Hispanic	18%
Asian/Pacific Islander	4%
Alaskan Native/American Indian	.5%
Women	40%
Skilled Crafts	
Black	11%
Chicano/Hispanic	18%
Asian/Pacific Islander	4%
Alaskan Native/American Indian	.5%
Women	5%
Service Maintenance	
Black	11%
Chicano/Hispanic	18%
Asian/Pacific Islander	4%
Alaskan Native/American Indian	.5%
Women	40%

OVERVIEW OF THE DISTRICTWIDE PROGRAM AND PROGRESS

The Program

The Office of Affirmative Action Programs and Services provides consultative and management services to operating divisions, colleges and employees regarding the District Affirmative Action Program which includes the following functions:

- Prepares annual and periodic workforce surveys, goals and timetables, and salary information.
- Administers the District's employment discrimination charge processing system pursuant to applicable laws and regulations.
- Monitors and maintains files for the documentation of applicant flow and selection procedures.
- Provides staff development and training in the areas of equal employment opportunity compliance and Affirmative Action.

Each college and the District Office has an Affirmative Action Representative appointed by and reporting to the Chief Executive Officer for the affirmative action responsibilities for the location. During monthly meetings with these representatives, the Office of Affirmative Action Programs and Services receives and exchanges information concerning recent developments in equal employment opportunity, state and local concerns, dissemination of technical data, and the functioning of the College and District Office Affirmative Action Advisory Committees

The coordination of requests from federal agencies whose responsibilities include civil rights compliance continues to be a major task for the District and the Office of Affirmative Action Programs and Services. These include the Department of Education, Office For Civil Rights; the Labor Department's Office of Federal Contract Compliance Programs; and the Equal Employment Opportunity Commission. At the state level, the Department of Fair Employment and Housing and the State Chancellor also retain considerable compliance responsibility.

Early in the implementation of the District's program, many faculty and staff participated in workshops and training designed to improve employment practices and strengthen the process by which affirmative action progress could be achieved. Recognizing that newer employees may not have had such an orientation to the program, the Office of Affirmative Action Programs and Services conducted several campus workshops for department chairs, faculty and staff in 1983. A need was identified to bring together the Affirmative Action Representatives, Sex Equity Coordinators, and ombudspersons to clarify responsibilities and establish an agenda for coordinative efforts. These objectives were accomplished during 1983 in conjunction with the Center For Professional Development.

The Office of Affirmative Action Programs and Services was active during the 1982-83 reporting period with consolidation of its responsibilities following reorganization from the former Office of Governmental Affairs. During this period of budget limitations, the office has re-examined its priorities in view of a significant increase in compliance agency requests received by the District. With a reduction in employment activity, the office seeks to continue its ongoing review of District employment procedures to assure that real progress is attainable with the resumption of more normal levels of recruitment, hiring, and promotional activity. The administration's establishment of a districtwide committee to review certificated selection procedures is consistent with these aims.

The Office of Affirmative Action Programs and Services recognizes the commitment and support of the Board, Chancellor Koltai, and the District administration toward the objectives of the Affirmative Action Program. All of the college Presidents and the Affirmative Action Representatives have worked diligently to assure the ongoing vitality of the program, and they are to be commended. This report is made possible by the support and input of many, including the advisory committees, and we are appreciative of these contributions.

Summary of Progress

The report reflects a 9.6% decrease in the total number of employees reported compared to the 1982 level of employment. The slight decrease in the percentage representation of women and Blacks(3% and 1% respectively) may be attributable to their relatively high representation in occupational areas most effected by the reductions in staffing. The Secretarial/Clerical and Service/Maintenance categories were particularly impacted. No change was reported in the overall representation of Chicano/Hispanic and Asian/Pacific Islander employees, while White employees show a 2% increase, districtwide.

Following the July 1, 1983 reorganization, the District continues to show strong representation of minorities and women in the core group of certificated administrators(i.e.at the Dean and Assistant Dean levels). The representation of Blacks and Chicano/Hispanics within these administrative ranks exceed goal parity, and women have made recent gains, although they continue to be underrepresented.

Minorities now represent 23.6% of the full-time faculty and 24.8% of the part-time ranks. Women represent 39.6 % of full-time faculty and 32% of the part-timers.

In summary, it appears that the minimal number of net new hires during the 1982-83 period, in combination with retirements, administrative transfers, and resignations has resulted in what may be characterized as a "deceleration" of progress, given the net loss of positions reported. Statewide, some districts have indicated that past affirmative action gains are in serious jeopardy. In the Los Angeles Community College District, a viable Affirmative Action Program remains as all protected groups retain a level of percentage representation which is 2%-3% above their 1976 levels.

Districtwide - Narrative Summary

Workforce Analysis

During the reporting period between October 16, 1982 and October 15, 1983, the Los Angeles Community College Districtwide workforce decreased from 6882 to 6219 employees, a reduction of 9.6% compared to the 1982 report. Included in this report are full and part-time, certificated and classified employees. Unclassified employees are not counted in this report. There are 2622 or 42% female employees, 2245 or 36% minority employees and 3974 or 64% non-minority employees represented.

New Hires

The District hired 47 new employees, including 16 or 34% minorities and 11 or 23% females.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

The total number of positions in this category is 167. There were 6 new hires, 3 minorities, including 1 female. The goal for women was revised in 1981 to reflect the availabilty of women in the workforce qualified to serve as executives, administrators and managers. The total District workforce consists of 41 or 25% Black; 21 or 13% Chicano/Hispanic; 11 or 7% Asian/Pacific Islander; no Alaskan Native/American Indian; 93 or 56% White and 45 or 27% female. Goals are: 3 Black; 3 Asian/Pacific Islander; and 16 female employees.

Faculty and Other Instructional Staff (Full-Time)

The number of positions in this category is 1956. There were 19 new hires, 7 minorities and 6 females during the year. The total District workforce is now 203 or 10% Black; 160 or 8% Chicano/Hispanic; 96 or 5% Asian/Pacific Islander; 5 or .2% Alaskan Native/American Indian; 1492 or 76% White and 773 or 40% female. Goals are: 86 Black; 83 Chicano/Hispanic; 21 Asian/Pacific Islander; 2 Alaskan Native/American Indian and 65 women.

Professional/Non-Faculty

The number of positions in this category is 200. There were 5 new hires including 1 minority. The total District workforce is now 22 or 11% Black; 10 or 5% Chicano/Hispanic; 42 or 21% Asian/Pacific Islander; 1 Alaskan Native/American Indian; 124 or 62% White and 97 or 49% are female. Goals are: 7 Black; 11 Chicano/Hispanic; 2 Asian/Pacific Islander; 1 Alaskan Native/American Indian and 3 women.

Secretarial/Clerical

The number of positions in this category is 961. There were 4 new hires, including 2 minorities and 3 women. The total District workforce is 289 or 30% Black; 142 or 15% Chicano/Hispanic; 131 or 14% Asian/Pacific Islander; 9 or 1% Alaskan Native/American Indian; 390 or 41% White and 830 or 86% female. Goals are: 21 Black; 62 Chicano/Hispanic; 2 Asian/Pacific Islander; and 3 Alaskan Native/American Indian.

Technical/Paraprofessional

The number of positions in this category is 238. There were 11 new hires, of which 3 were minority. The total District workforce now consists of 33 or 14% Black; 20 or 8% Chicano/Hispanic; 28 or 12% Asian/Pacific Islander; 1 or .4% Alaskan Native/American Indian; 156 or 66% White and 89 or 37% female. Goals are: 5 Black; 25 Chicano/Hispanic; 4 Asian/Pacific Islander and 10 women.

Skilled Crafts

The number of employees in this category is 96. There was 1 new hire. The total District workforce now consists of 12 or 13% Black; 20 or 21% Chicano/Hispanic; 4 or 4% Asian/Pacific Islander; 1 or 1% Alaskan Native/American Indian; 60 or 63% White and no females. Goals are: 2 Black; 3 Chicano/Hispanic; 2 Asian/Pacific Islander and 6 female.

Service Maintenance

The number of employees in this category is 749. There was 1 new hire. The total District workforce now consists of 377 or 50% Black; 83 or 11% Chicano/Hispanic; 23 or 3% Asian/Pacific Islander; 3 or .4% Alaskan Native/American Indian; 263 or 35% White and 194 or 26% female. Goals are: 75 Chicano/Hispanic; 13 Asian/Pacific Islander; 2 Alaskan Native/American Indian; and 110 female.

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LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

DISTRICTWIDE
College

APRIL, 1984
Date

EEO-6 Categories	Total All	Total Female	Total Minority	Number of Employees									
				Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	167	46	74	23	18	19	3	9	2	0	0	70	23
Faculty/Instructional Staff													
Full Time	1956	774	462	86	117	99	61	45	51	4	1	947	544
Hourly	1852	592	458	140	82	96	44	59	26	5	2	960	438
Professional/Non-Faculty	200	97	77	12	10	5	5	21	21	0	1	64	60
Secretarial/Clerical	961	830	570	38	251	28	114	21	110	1	8	44	346
Technical/Paraprofessional	238	89	82	18	15	18	2	17	11	1	0	95	61
Skilled Crafts	96	0	37	12	0	19	1	4	0	1	0	60	0
Service Maintenance	749	194	485	274	103	69	14	18	5	2	1	193	70
TOTALS	6219	2622	2245	603	596	353	245	195	226	14	13	2433	1541
PERCENTAGES	100	42.1	36.1	9.7	9.6	5.7	3.9	3.1	3.6	.2	.2	39.1	24.8

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

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NEW HIRES/FULL-TIME

College/Location: DISTRICTWIDE

Report Period:: from: FALL 1982 to: FALL 1983

Prepared By: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac.Ild.	Alas. Nat. Amer.Ind.	Female Total
1. Executive/Admin./Managerial	6	1	1	1	0	2
2. Faculty & Other Cert. Staff	19	4	2	1	0	6
3. Professional Non-Faculty	5	1	0	0	0	0
4. Secretarial/Clerical	4	2	0	0	0	3
5. Technical/Paraprofessional	11	1	0	2	0	0
6. Skilled Crafts	1	0	0	0	0	0
7. Service Maintenance	1	0	0	0	0	0
Grand Total	47	9	3	4	0	11

ETHNIC GROUP AND SEX CHARACTERISTICS OF
EMPLOYEES BY CAMPUS - 1976 AND 1983

Location		Total	Total Female		Total Minority Employees		Black		Chicano/ Hispanic		Asian/ Pacific Islander		Alas. Nat./ American Indian		White	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
City	1976	1191	489	41	343	29	231	19	46	4	66	6	0	0	848	71
	1983	836	359	43	335	40	206	25	56	7	68	8	1	0	505	60
East	1976	801	337	42	331	41	73	9	198	25	58	7	2	0	470	59
	1983	797	314	39	369	46	68	9	221	28	76	10	4	1	428	54
Harbor	1976	614	246	40	147	24	77	13	33	5	37	6	0	0	468	76
	1983	623	262	42	175	28	92	15	41	7	42	7	2	0	446	72
Mission	1976	189	91	48	53	28	21	11	28	15	3	2	1	1	136	72
	1983	179	92	51	61	34	17	9	37	21	7	3	0	0	118	66
Pierce	1976	1061	376	35	69	7	33	3	20	2	12	1	4	1	992	93
	1983	871	352	40	99	11	50	6	29	3	18	2	2	0	772	89
Southwest	1976	430	212	49	292	68	271	63	11	3	9	2	1	0	138	32
	1983	364	171	47	271	74	240	66	13	4	16	4	2	1	93	26
TradeTech	1976	1163	319	27	433	37	274	24	87	7	70	6	2	1	730	63
	1983	880	308	35	448	51	285	32	99	11	61	7	3	0	432	49
Valley	1976	951	377	40	101	11	33	3	47	5	20	2	1	0	850	89
	1983	804	344	43	108	13	42	5	47	6	16	2	3	0	696	87
West	1976	392	148	38	95	24	60	15	11	3	21	5	3	1	297	76
	1983	494	215	44	172	35	119	24	14	3	35	7	6	1	320	65
Dist Office	1976	377	215	57	157	42	68	18	28	7	58	15	3	1	220	58
	1983	371	205	55	207	56	80	22	41	11	82	22	4	0	164	44
Totals	1976	7169	2810	39	2021	28	1141	16	509	7	354	5	17	1	5149	72
	1983	6219	2622	42	2245	36	1199	19	598	10	421	7	27	0	3974	64

ETHNIC GROUP AND SEX CHARACTERISTICS OF
EMPLOYEES BY CAMPUS - 1982 AND 1983

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Location		Total	Total Female		Total Minority Employees		Black		Chicano/ Hispanic		Asian/ Pacific Islander		Alas. Nat./ American Indian		White	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
City	1982	847	354	42	328	39	208	24	57	7	62	7	1	.1	519	61
	1983	836	359	43	335	40	206	25	56	7	68	8	1	.1	505	60
East	1982	906	368	34	475	52	88	9	306	29	81	13	0	0	431	48
	1983	797	314	39	369	46	68	9	221	28	76	10	4	1	428	54
Harbor	1982	631	299	47	214	34	115	18	49	8	48	8	2	.3	417	66
	1983	623	262	42	175	28	92	15	41	7	42	7	2	.3	446	72
Mission	1982	213	111	52	73	34	21	10	42	20	9	4	1	1	140	66
	1983	179	92	51	61	34	17	9	37	21	7	4	0	0	118	66
Pierce	1982	976	412	42	122	13	55	6	40	4	21	2	6	.5	854	88
	1983	871	352	40	99	11	50	6	29	3	18	2	2	.2	772	89
Southwest	1982	450	273	61	331	74	303	67	11	2	15	3	2	.4	119	26
	1983	364	171	47	271	74	240	66	13	4	16	4	2	.5	93	26
TradeTech	1982	984	346	35	488	50	314	32	106	11	65	7	3	.3	496	50
	1983	880	308	35	448	51	285	32	99	11	61	7	3	.3	432	49
Valley	1982	890	429	48	119	13	43	6	50	6	23	3	3	.3	771	87
	1983	804	344	43	108	13	42	5	47	6	16	2	3	.4	696	87
West	1982	539	240	44	194	36	138	26	19	4	32	6	5	1	345	64
	1983	494	215	44	172	35	119	24	14	3	35	7	6	1	320	65
Dist Office	1982	446	253	57	242	54	97	22	41	9	101	23	3	.4	204	46
	1983	371	205	55	207	56	80	22	41	11	82	22	4	1	164	44
Totals	1982	6882	3085	45	2586	38	1382	20	721	10	457	7	26	.3	4296	62
	1983	6219	2622	42	2245	36	1199	19	598	10	421	7	27	.4	3974	64

Los Angeles City College - Narrative Summary

Workforce Analysis

The Los Angeles City College workforce consists of a total of 836 employees, a 1.3% reduction compared to the 1982 report. Of that total, 206 or 25% are Black; 56 or 6% are Chicano/Hispanic; 68 or 8% are Asian/Pacific Islander; 1 or .1% are Alaskan Native/American Indian; and 505 or 60% are White. Female employees number 359 or 43% and minorities total 335 or 40%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There was a decrease in the number of positions in the Executive/Administrative/ Managerial category from 16 to 15. There was an unmet goal of 1 Chicano/ Hispanic in this category which remains.

Faculty and Other Instructional Staff (Full-Time)

The full-time faculty decreased from a total of 333 to 327. Goals are set for the following subjects:

Natural Sciences	2 Black; 3 Chicano/Hispanic; & 6 female
Social Sciences	2 Chicano/Hispanic & 6 female
Humanities	3 Chicano/Hispanic and 1 female
Health & Physical Education	2 Chicano/Hispanic
Career Education	6 Chicano/Hispanic
Instructional/Student Services	2 Chicano/Hispanic

Professional Non-Faculty

There was a decrease of employees in this category from 13 to 12. Goals remain for 1 Asian/Pacific Islander and 2 females.

Secretarial/Clerical

There was a decrease in the total number of employees in this category from 147 to 122. Unmet goals are: 1 Alaskan Native/American Indian.

Technical/Paraprofessional

The number of positions in this category decreased from 47 to 36. The unmet goals are: 4 Chicano/Hispanic and 5 female.

Skilled Crafts

The total number of employees decreased from 15 to 8 in this category. There are no goals set.

Service Maintenance

The total number of employees in this category decreased from 121 to 102. The goals for this category are: 13 Chicano/Hispanic; 1 Asian/Pacific Islander; and 12 female.

Inservice/Staff Development Activities

No information is available at this time. Refer to City College 1983 Annual Affirmative Action Report.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

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LOS ANGELES CITY
College

APRIL, 1984
Date

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	15	7	8	2	2	1	0	2	1	0	0	3	4
Faculty/Instructional Staff													
Full Time	327	139	81	13	26	13	3	13	13	0	0	149	97
Hourly	214	74	57	19	11	6	2	10	5	0	0	105	56
Professional/Non-Faculty	12	3	4	2	0	2	0	0	0	0	0	5	3
Secretarial/Clerical	122	97	84	9	44	6	12	2	11	0	0	8	30
Technical/Paraprofessional	36	9	19	6	3	2	1	5	2	0	0	14	3
Skilled Crafts	8	0	4	1	0	2	0	1	0	0	0	4	0
Service Maintenance	102	30	78	41	27	5	1	3	0	0	1	23	1
TOTALS	836	359	335	93	113	37	19	36	32	0	1	311	194
PERCENTAGES	100	43	40	11	14	4	2	4	4	0	0	37	23

Los Angeles Community College District

LOS ANGELES CITY College

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	16	4	24	1	6	1	6	0	0	6	37
	1983	15	4	26	1	6	3	19	0	0	7	46
Fac. & Other Cert. F/T	1982	333	34	10	14	3	25	6	0	0	138	41
	1983	327	39	12	16	4	26	8	0	0	139	43
Fac. & Other Cert. Hrly.	1982	155	18	11	8	4	8	4	0	0	48	31
	1983	214	30	14	8	4	15	7	0	0	74	35
Prof. Non-Fac	1982	13	3	23	1	8	1	8	0	0	5	38
	1983	12	2	16	2	16	0	0	0	0	3	25
Sec/Cler.	1982	147	60	40	19	12	14	8	1	0	113	76
	1983	122	53	43	18	13	13	11	0	0	97	80
Tech/Para-prof.	1982	47	8	16	5	10	7	14	0	0	10	21
	1983	36	9	25	3	7	7	17	0	0	9	22
Skilled Crafts	1982	15	2	13	2	13	1	6	0	0	0	0
	1983	8	1	13	2	22	1	11	0	0	0	0
Serv/Main.	1982	121	79	64	7	5	5	4	0	0	34	28
	1983	102	68	67	6	5	3	2	1	1	30	28
TOTALS	1982	847	208	24	57	7	62	7	1	0	354	42
	1983	836	206	25	56	7	68	8	1	0	359	43

LOS ANGELES COMMUNITY COLLEGE DISTRICT
SEVENTH ANNUAL REPORT
NEW HIRES/FULL-TIME

College/Location: LOS ANGELES CITY
Report Period:: from: FALL 1982 to: FALL 1983
Prepared By: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac.Ild.	Alas. Nat. Amer.Ind.	Female Total
1. Executive/Admin./Managerial						
2. Faculty & Other Cert. Staff						
3. Professional Non-Faculty						
4. Secretarial/Clerical	1	1				
5. Technical/Paraprofessional						
6. Skilled Crafts						
7. Service Maintenance						
Grand Total	1	1				

LOS ANGELES COMMUNITY COLLEGE DISTRICT
SUMMARY OF GOALS - OCTOBER 1983

LOS ANGELES CITY
College

APRIL, 1984
Date

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	1	3	0	0	0	0	0	0	15
Faculty/ Instructional Staff Full Time				BY DEPARTMENT BELOW							327
Natural Sciences	2	3	3	6	0	0	0	0	6	14	46
Social Sciences	0	0	2	3	0	0	0	0	6	11	55
Humanities	0	0	3	4	0	0	0	0	1	2	86
Health Education & Phy. Ed.	0	0	2	10	0	0	0	0	0	0	24
Career Education	0	0	6	7	0	0	0	0	0	0	90
Instr./Student Ser. (Cert.)	0	0	2	6	0	0	0	0	0	0	26
Faculty//Instructional Staff Hourly	0	0	13	6	0	0	0	0	28	13	214
Professional/Non-Faculty	0	0	0	0	1	4	0	0	2	15	12
Secretarial /Clerical	0	0	0	0	0	0	1	5	0	0	122
Technical/Paraprofessional	0	0	4	10	0	0	0	0	5	10	36
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	8
Service Maintenance	0	0	13	12	1	2	0	0	12	11	102
TOTALS	2		49		2		1		60		836

East Los Angeles College - Narrative Summary

Workforce Analysis

East Los Angeles College's workforce consists of a total of 797 employees, a 12% decrease compared to the 1982 report. Of that total, 68 or 9% are Black; 221 or 28% are Chicano/Hispanic; 76 or 10% are Asian/Pacific Islander; 4 or 1% are Alaskan Native/American Indian and 428 or 54% are White. Females total 314 or 39% and minorities total 367 or 46%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

The total number of employees in this category declined from 20 to 15. There was 1 new hire, a Hispanic male. Unmet goals include 1 Black; 1 Asian/Pacific Islander; and 4 females.

Faculty and Other Instructional Staff (Full-Time)

The total number of full-time certificated faculty and other instructional staff decreased from 254 to 246. Two (2) new faculty were hired, including 1 minority and 1 female. The goals for this category are:

Natural Sciences	2 Black; 5 female
Social Sciences	3 Black; 2 female
Humanities	4 Black; 1 female
Health and Physical Education	1 Black; 1 Asian/Pacific Islander and 1 female
Career Education	2 Black
Instructional/Student Services	2 Black

Professional Non-Faculty

There was an increase of 1 employee in this category. No new hires were reported. The goals for this category are for 1 Black and 1 female.

Secretarial/Clerical

The total number of employees in this category decreased from 117 to 112. There were no new hires. The goals for this category are: 4 Black; 1 Alaskan Native/American Indian.

Technical Paraprofessional

There was a decrease in the total number of employees in this category from 24 to 22. There was 1 new hire, a Black male. A goal for 2 females remains in this category.

Skilled Crafts

The total number of employees in this category decreased from 17 to 13. There were no new hires. The goal for this category is for 1 female.

Service Maintenance

The total number of employees in this category decreased from 143 to 99. There were no new hires. The goal for this category is for 21 female employees.

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Inservice/Staff Development

The Affirmative Action Representative conducted three workshops on AB 803 complaint procedures in 1983 which were open to campus staff. Attendance was not as good as expected, but key personnel were in attendance who were asked to disseminate the information.

An Affirmative Action Workshop was conducted as part of a Department chairs meeting to bring the chairpersons up-to-date on the program.

The Special Education program conducted a workshop on services to the handicapped.

The Women's Center conducted a career fair and a sex equity workshop as part of its Women's Week activities.

The College Career Development Program has been on hold because the large number of positions lost by the campus has made it difficult to release classified staff for the program without hampering campus operations.

Activities for 1983-84 will include:

1. An Affirmative Action workshop for Administrators and Department Chairs to be conducted by the District Office.
2. A Sex Equity Workshop by the Women's Center.
3. Three workshops open to all which will disseminate general information on the Affirmative Action Program.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

EAST LOS ANGELES COLLEGE
College

APRIL, 1984
Date

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	15	2	10	0	1	8	1	0	0	0	0	5	0
Faculty/Instructional Staff Full Time Hourly	246 283	106 86	86 88	4 8	6 9	32 38	25 16	7 9	11 6	1 2	0 0	96 140	64 55
Professional/Non-Faculty	7	2	3	0	0	0	1	2	0	0	0	3	1
Secretarial/Clerical	112	93	90	1	8	8	44	7	22	0	0	3	19
Technical/Paraprofessional	22	6	9	1	1	4	0	2	1	0	0	9	4
Skilled Crafts	13	0	4	1	0	2	0	1	0	0	0	9	0
Service Maintenance	99	19	79	21	7	36	6	4	4	1	0	18	2
TOTALS	797	314	369	36	32	128	93	32	44	4	0	283	145
PERCENTAGES	100	39	46	4	4	16	12	4	6	0	0	36	18

Los Angeles Community College District

EAST LOS ANGELES COLLEGE

College

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat. Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	20	2	10	11	55	2	10	0	0	4	21
	1983	15	1	6	9	59	0	0	0	0	2	13
Fac. & Other Cert. F/T	1982	254	11	3	61	21	17	6	0	0	110	50
	1983	246	10	3	57	23	18	7	1	0	106	43
Fac. & Other Cert. Hrly.	1982	325	15	3	48	17	23	8	0	0	124	29
	1983	283	17	5	54	18	15	5	2	0	86	30
Prof. Non-Fac	1982	6	0	0	1	16	2	33	0	0	2	33
	1983	7	0	0	1	14	2	28	0	0	2	28
Sec./Cler.	1982	117	10	8	52	44	25	20	0	0	103	88
	1983	112	9	8	52	46	29	26	0	0	93	83
Tech/Para-prof.	1982	24	2	8	5	20	4	16	0	0	6	25
	1983	22	2	8	4	18	3	14	0	0	6	27
Skilled Crafts	1982	17	1	5	3	17	1	5	0	0	0	0
	1983	13	1	7	2	15	1	7	0	0	0	0
Serv/Main.	1982	143	47	32	56	38	7	4	0	0	19	28
	1983	99	28	28	42	42	8	7	1	1	19	19
TOTALS	1982	906	88	9	306	29	81	13	0	0	368	34
	1983	797	68	9	221	28	76	10	4	1	314	39

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: EAST LOS ANGELES COLLEGE

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial	1	0	1	0	0	0
2. Faculty & Other Cert. Staff	2	0	0	1	0	1
3. Professional Non-Faculty	0	0	0	0	0	0
4. Secretarial/Clerical	0	0	0	0	0	0
5. Technical/Paraprofessional	1	1	0	0	0	0
6. Skilled Crafts	0	0	0	0	0	0
7. Service Maintenance	0	0	0	0	0	0
Grand Total	4	1	1	1	0	1

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LOS ANGELES COMMUNITY COLLEGE DISTRICT

SUMMARY OF GOALS - OCTOBER 1983

EAST LOS ANGELES COLLEGE

College

APRIL, 1984

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	1	3	0	0	1	4	0	0	4	25	15
Faculty/Instructional Staff Full Time				BY DEPARTMENT BELOW							246
Natural Sciences	2	5	0	0	0	0	0	0	5	11	42
Social Sciences	3	6	0	0	0	0	0	0	2	5	48
Humanities	4	8	0	0	0	0	0	0	1	3	51
Health Education & Phy. Ed.	1	6	0	0	1	4	0	0	1	3	24
Career Education	2	4	0	0	0	0	0	0	0	0	57
Instr./Student Ser. (Cert).	2	10	0	0	0	0	0	0	0	0	24
Faculty/Instructional Staff Hourly	11	4	0	0	0	0	0	0	27	10	283
Professional/Non-Faculty	1	10	0	0	0	0	0	0	1	11	7
Secretarial/Clerical	4	5	0	0	0	0	1	5	0	0	112
Technical/Paraprofessional	0	0	0	0	0	0	0	0	2	8	22
Skilled Crafts	0	0	0	0	0	0	0	0	1	5	13
Service Maintenance	0	0	0	0	0	0	0	0	21	21	99
TOTALS	31		0		2		1		65		797

LOS ANGELES HARBOR COLLEGE

Harbor College - Narrative

Workforce Analysis

The Los Angeles Harbor College workforce consists of a total of 623 employees, a decrease of 1.4% compared to the 1982 report. Of the total, 92 or 15% are Black; 41 or 7% are Chicano/Hispanic; 42 or 7% are Asian/Pacific Islander; 2 or .3% are Alaskan Native/American Indian and 446 or 72% are White. Female employees total 262 or 42% and minorities total 175 or 28%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There was a decrease in the number of positions in this category from 15 to 14. There were no new hires. There are no unmet goals in this category.

Faculty and Other Instructional Staff (Full-Time)

There was a decrease in the number of positions in this category from 196 to 183. There were 2 minority and 2 female new hires, leaving goals as follows:

Natural Science	1 Black; 2 Chicano/Hispanic; 1 female
Social Science	1 Chicano/Hispanic and 1 female
Humanities	3 Black; 3 Chicano/Hispanic
Health and Physical Education	1 Black; 2 Chicano/Hispanic and 1 female
Career Education	2 Black; 1 Chicano/Hispanic

Faculty and Other Instructional Staff (Hourly)

The hourly faculty increased from 186 to 233. However, minority and female representation declined. Goals are as follows: 15 Black; 11 Chicano/Hispanic; 1 Alaskan Native/American Indian; and 26 female.

Professional Non-Faculty

There were no new hires in this category. The goals are 1 Black; and 1 Chicano/Hispanic.

Secretarial/Clerical

There was a decrease of 28 employees in this category. The total is now 77 employees. There is a goal for: 3 Chicano/Hispanic employees.

Technical/Paraprofessional

There was a decrease of 5 employees in this category which now totals 18. There was 1 new hire. The new goal for this category is 2 Chicano/Hispanic employees and 1 Asian/Pacific Islander.

Skilled Crafts

There was no change in the number of positions in this category. There were no new hires in this category, leaving goals for 1 Chicano/Hispanic and 1 female.

Service Maintenance

There was a decrease in the number of positions in this category from 88 to 79. There were no new hires. The goals are 11 Chicano/Hispanics and 7 female.

Inservice/Staff Development Activities

No information is available at this time. Refer to Harbor College 1983 Annual Affirmative Action Report.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

LOS ANGELES HARBOR — College

APRIL, 1984 — Date

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	14	4	7	2	3	1	0	1	0	0	0	6	1
Faculty/Instructional Staff Full Time Hourly	183 233	82 67	34 27	8 6	5 2	6 5	6 7	2 2	7 7	0 0	0 0	85 153	64 51
Professional/Non-Faculty	9	4	3	0	0	0	0	1	2	0	0	4	2
Secretarial/Clerical	77	72	41	3	12	0	11	1	12	0	2	1	35
Technical/Paraprofessional	18	8	3	0	2	1	0	0	0	0	0	9	6
Skilled Crafts	10	0	4	2	0	1	0	1	0	0	0	6	0
Service Maintenance	79	25	56	32	15	1	2	5	1	0	0	16	7
TOTALS	623	262	175	53	39	15	26	13	29	0	2	280	166
PERCENTAGES	100	42	28	9	6	2	4	2	5	0	.3	45	27

Los Angeles Community College District

LOS ANGELES HARBOR

College

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	15	5	33	1	7	1	7	0	0	5	33
	1983	14	5	36	1	7	1	7	0	0	4	29
Fac. & Other Cert. F/T	1982	196	15	8	12	6	14	7	0	0	87	44
	1983	183	13	7	12	7	9	5	0	0	82	45
Fac. & Other Cert. Hrly.	1982	186	12	7	16	9	7	4	0	0	71	38
	1983	233	8	3	12	5	9	2	0	0	67	29
Prof. Non-Fac	1982	8	0	0	0	0	3	38	0	0	4	50
	1983	9	0	0	0	0	3	33	0	0	4	44
Sec./Cler.	1982	105	21	20	15	14	15	14	2	2	93	89
	1983	77	15	20	11	18	13	17	2	4	72	94
Tech/Para-prof.	1982	23	3	13	1	4	1	4	0	0	11	48
	1983	18	2	11	1	6	0	0	0	0	8	44
Skilled Crafts	1982	10	2	20	1	10	2	20	0	0	0	0
	1983	10	2	20	1	10	1	10	0	0	0	0
[redacted]	1982	88	55	63	3	3	5	6	0	0	28	32
	1983	79	47	60	3	4	6	8	0	0	25	32
TOTALS	1982	631	115	18	49	8	48	8	2	.3	299	47
	1983	623	92	15	41	7	42	7	2	.3	262	42

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: LOS ANGELES HARBOR

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial						
2. Faculty & Other Cert. Staff	4	1	1			2
3. Professional Non-Faculty						
4. Secretarial/Clerical						
5. Technical/Paraprofessional	1					
6. Skilled Crafts						
7. Service Maintenance						
Grand Total	5	1	1			2

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SUMMARY OF GOALS - OCTOBER 1983

HARBOR COLLEGE

APRIL 1984

College

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	0	0	0	0	0	0	0	0	14
Faculty/Instructional Staff Full Time				BY DEPARTMENT BELOW							183
Natural Sciences	1	8	2	10	0	0	0	0	1	2	24
Social Sciences	0	0	1	4	0	0	0	0	1	2	32
Humanities	3	6	3	6	0	0	0	0	0	0	45
Health Education & Phy. Ed.	1	4	2	10	0	0	0	0	1	5	17
Career Education	2	4	1	2	0	0	0	0	0	0	50
Instr./Student Ser. (Cert).	0	0	0	0	0	0	0	0	0	0	15
Faculty/Instructional Staff Hourly	15	7	11	5	0	0	1	.5	26	11	233
Professional/Non-Faculty	1	10	1	10	0	0	0	0	0	0	9
Secretarial/Clerical	0	0	3	4	0	0	0	0	0	0	77
Technical/Paraprofessional	0	0	2	12	1	4	0	0	0	0	18
Skilled Crafts	0	0	1	8	0	0	0	0	1	5	10
Service Maintenance	0	0	11	14	0	0	0	0	7	8	79
TOTALS	23		38		1		1		37		623

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LOS ANGELES MISSION COLLEGE

Los Angeles Mission College - Narrative Summary

Workforce Analysis

The Los Angeles Mission College workforce consists of a total of 179 employees, a decrease of 9.2% from the 1982 total. Of the total, 17 or 9% are Black; 37 or 21% are Chicano/Hispanic; 7 or 4% are Asian/Pacific Islander; no Alaskan Native/American Indians were reported and 118 or 66% are White. Female employees total 92 or 51% and minorities total 61 or 34%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There was a decrease in the number of positions in this category from 10 to 8. No outstanding goals exist for this category.

Faculty and Other Instructional Staff (Full-Time)

There was a decrease in the number of positions in this category from 69 to 66. Only 1 new hire was reported, a White male. The goals for this category are as follows:

Natural Sciences	1 female
Social Sciences	2 female
Humanities	1 Black; 1 Asian/Pacific Islander; 1 female

Faculty and Other Instructional Staff (Hourly)

Hourly faculty decreased from 58 to 46. Blacks moved from 3 to zero; Chicano/Hispanics from 10 to 5; Asian/Pacific Islanders from 3 to 1 and females from 28 to 19. Goals for this category are: 5 Black and 1 Asian/Pacific Islander.

Professional Non-Faculty

There was a slight increase in this category from 6 to 7 positions. A goal of 1 Black is reported at this time.

Secretarial/Clerical

The number of positions in this category declined from 47 to 39. A goal of 3 Black remains.

Technical/Paraprofessional

The number of positions in this category is unchanged. One new hire was reported. The goals for this category are 1 Black; 1 Chicano/Hispanic and 1 female.

Skilled Crafts

Mission College reports no positions in this category.

Service Maintenance

There was a decrease of 44% in the number of positions reported, reflecting a net decrease of 8 positions. Remaining goals are 1 Chicano/Hispanic and 3 female.

Inservice/Staff Development

There were several staff development activities sponsored by the Affirmative Action Office during the 1982-83 period. The College Affirmative Action Office continues to participate in all certificated and classified interviews.

The Office of Affirmative Action has become a very visible unit in the College organizational structure and regularly posts information and bulletins regarding personnel operations and procedures as well as employment opportunities both in and outside the Los Angeles Community College District.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

LOS ANGELES MISSION — College

APRIL, 1984 — Date

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	8	3	4	0	2	2	0	0	0	0	0	3	1
Faculty/Instructional Staff													
Full Time	66	28	27	4	5	11	6	0	1	0	0	22	16
Hourly	46	19	6	0	0	1	4	0	1	0	0	26	14
Professional/Non-Faculty	7	4	2	0	0	0	1	1	0	0	0	2	3
Secretarial/Clerical	37	36	15	0	1	0	11	0	3	0	0	1	21
Technical/Paraprofessional	5	1	1	0	0	0	0	1	0	0	0	3	1
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Maintenance	10	1	6	5	0	1	0	0	0	0	0	4	1
TOTALS	179	92	61	9	8	15	22	2	5	0	0	61	57
PERCENTAGES		51	34	5	4	8	12	1	3	0	0	34	32

Los Angeles Community College District

LOS ANGELES MISSION

College

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	10	1	10	4	4	0	0	0	0	2	19
	1983	8	2	25	2	25	0	0	0	0	3	38
Fac. & Other Cert. F/T	1982	69	9	13	13	19	0	0	0	0	32	46
	1983	66	9	14	17	26	1	2	0	0	28	42
Fac. & Other Cert. Hrly.	1982	58	3	5	10	17	3	5	0	0	28	48
	1983	46	0	0	5	11	1	2	0	0	19	40
Prof. Non-Fac	1982	6	0	0	1	16	1	16	0	0	4	66
	1983	7	0	0	1	14.3	1	14.3	0	0	4	57.1
Sec./Cler.	1982	47	3	6	10	21	4	8	1	2	43	91
	1983	37	1	2.7	12	30.8	3	7.7	0	0	36	97
Tech/Para-prof.	1982	5	0	0	1	20	1	20	0	0	1	20
	1983	5	0	0	0	0	1	20	0	0	1	20
Skilled Crafts	1982	0	0	0	0	0	0	0	0	0	0	0
	1983	0	0	0	0	0	0	0	0	0	0	0
Serv/Main.	1982	18	5	27	3	18	0	0	0	0	1	5
	1983	10	5	50	1	50	0	0	0	0	1	25
TOTALS	1982	213	21	10	42	20	9	4	1	1	111	52
	1983	179	17	9	37	21	7	4	0	0	92	51

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: LOS ANGELES MISSION

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial						
2. Faculty & Other Cert. Staff	1					
3. Professional Non-Faculty						
4. Secretarial/Clerical						
5. Technical/Paraprofessional	1					
6. Skilled Crafts	1					
7. Service Maintenance	1					
Grand Total	4					

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SUMMARY OF GOALS - OCTOBER 1983

LOS ANGELES MISSION COLLEGE — College

APRIL 1984

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	0	0	0	0	0	0	0	0	8
Faculty/Instructional Staff Full Time				BY DEPARTMENT BELOW							66
Natural Sciences	0	0	0	0	0	0	0	0	1	15	4
Social Sciences	0	0	0	0	0	0	0	0	2	22	11
Humanities	1	4	0	0	1	4	0	0	1	9	16
Health Education & Phy. Ed.	0	0	0	0	0	0	0	0	0	0	4
Career Education	0	0	0	0	0	0	0	0	0	0	12
Instr./Student Ser. (Cert).	0	0	0	0	0	0	0	0	0	0	11
Faculty/Instructional Staff Hourly	5	10	0	0	1	2	0	0	0	0	46
Professional/Non-Faculty	1	10	0	0	0	0	0	0	0	0	7
Secretarial/Clerical	3	8	0	0	0	0	0	0	0	0	39
Technical/Paraprofessional	1	11	1	18	0	0	0	0	1	15	5
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service Maintenance	0	0	1	8	0	0	0	0	3	30	10
TOTALS	11		1		2		0		8		173

LOS ANGELES PIERCE COLLEGE

Pierce College - Narrative Summary

Workforce Analysis

The Los Angeles Pierce College workforce consists of 871 employees, an 10.7% decrease compared to the 1982 report. Of the total, 50 or 6% are Black; 29 or 3% are Chicano/Hispanic; 18 or 2% are Asian/Pacific Islander; 2 or .2% are Alaskan Native/American Indian; and 772 or 88% are White. Female employees number 352 or 40% and minorities total 99 or 4%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There was a decrease in the number of positions in the Executive/Administrative/Managerial category from 15 to 14. The unmet goals are: 1 Chicano/Hispanic; 1 Asian/Pacific Islander; and 1 female.

Faculty and Other Instructional Staff (Full-Time)

The full-time faculty decreased from 326 to 308 employees. One (1) of 3 new hires was a female leaving goals for the following departments in this category.

Natural Sciences	7 Black; 5 Chicano/Hispanic; 16 female
Social Sciences	3 Black; 3 Chicano/Hispanic; 7 female
Humanities	6 Black; 5 Chicano/Hispanic; 3 Asian/Pacific Islander; and 12 female
Health and Physical Education	3 Black; 1 Chicano/Hispanic
Career Education	8 Black; 7 Chicano/Hispanic; 1 Asian/Pacific Islander
Instructional/Student Services	1 Black; 1 Chicano/Hispanic; and 1 Asian/Pacific Islander

Faculty and Other Instructional Staff (Hourly)

The faculty and Other Instructional Staff (Hourly) has increased from a total of 243 to 263. The remaining goals are: 24 Black; 18 Chicano/Hispanic; 4 Asian/Pacific Islander; 1 Alaskan Native/American Indian; abd 28 female.

Professional Non-Faculty

There was an increase of 1 employee in this category and the unmet goals are: 1 Black; 1 Chicano/Hispanic; and 1 Asian/Pacific Islander.

Secretarial/Clerical

There was a decrease in the number of employees in this category from 172 to 102. There were no hires and the unmet goals are: 4 Black; 14 Chicano/Hispanic; and 1 Alaskan Native/American Indian.

Technical/Paraprofessional

The total number of employees increased from 43 to 48 in this category. There were 5 new hires (no minorities) in this category and the unmet goals are: 4 Black; 8 Chicano/Hispanic; 2 Asian/Pacific Islander employees.

Skilled Crafts

The number of employees in this category decreased from 20 to 11. There were no new hires. The unmet goals are: 1 Chicano/Hispanic; 1 Asian/Pacific Islander; 1 female.

Service Maintenance

The number of employees in this category decreased from 140 to 112. There were no new hires. The unmet goals are: 15 Chicano/Hispanic; 4 Asian/Pacific Islander; and 9 female.

Inservice/Staff Development Activities

An important staff development activity for department chairs at Pierce was a human relations workshop given by the staff of the District Affirmative Action Office and sponsored by the Center For Professional Development.

Dan Means of the District Staff Relations Office spoke to Departmental Council about the use of the evaluation process as a tool for improving job performance. Mr. Means and Joyce Mounce, Personnel, discussed the same topic as it pertains for both classified and certificated staff at a workshop for the management team.

A workshop at Trade Technical College, sponsored by the Center For Professional Development, included Affirmative Action representatives, sex equity coordinators, and Ombudspersons from District colleges. Mary Dowell, General Counsel, , spoke about sexual harassment. As a result of this workshop, Mary was invited to Pierce to discuss the same topic. The interest generated by these workshops resulted in a wider distribution of booklets pertaining to sexual harassment and the addition of the sex equity coordinator and the Ombudsperson to the Pierce College Affirmative Action Advisory Committee.

The Advisory Committee met after the workshop at Trade Technical College and the sex equity coordinator gave a report on the Pierce sex equity program. The group also viewed a video tape of "The Changing Face of Los Angeles".

Prior to the severe financial crunch, the threat of loss of jobs, and many personnel changes, a series of informal workshops were held for classified staff at which representatives of certain areas of the campus described the activities of their offices. This exchange of information was well received and the workshops were well attended.

The office of the Affirmative Action representative at Pierce acts as a clearing-house for job announcements, transfer opportunities, and Career Development requests.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

LOS ANGELES PIERCE
College

APRIL, 1984
Date

EEO-6 Categories	Total All	Total Female	Total Minority	Number of Employees									
				Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	14	4	2	1	1	-	-	-	-	-	-	9	3
Faculty/Instructional Staff	308	104	21	2	2	6	4	3	4	-	-	193	94
Full Time	263	83	17	1	1	7	1	7	-	-	-	165	31
Hourly													
Professional/Non-Faculty	13	10	-	-	-	-	-	-	-	-	-	3	10
Secretarial/Clerical	102	92	15	2	5	1	3	1	3	-	-	6	81
Technical/Paraprofessional	48	22	3	1	-	1	-	-	-	1	-	23	22
Skilled Crafts	11	-	2	1	-	1	-	-	-	-	-	10	-
Service Maintenance	112	37	39	25	8	2	3	-	-	1	-	47	25
TOTALS	871	352	99	33	17	18	11	11	7	2	-	456	316
PERCENTAGES	100	40	11	4	2	2	1	1	1	-	-	52	36

Los Angeles Community College District

LOS ANGELES PIERCE

College

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat. Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	15	2	13	-	-	-	-	-	-	3	20
	1983	14	2	14	-	-	-	-	-	-	4	29
Fac. & Other Cert. F/T	1982	326	4	1	11	3	7	2	1	-	109	34
	1983	308	4	1	10	3	7	2	-	-	104	35
Fac. & Other Cert. Hrly.	1982	248	4	2	12	4	8	4	2	-	68	27
	1983	263	2	1	8	3	7	3	-	-	83	32
Prof. Non-Fac	1982	12	-	-	-	-	-	-	-	-	8	66
	1983	13	-	-	-	-	-	-	-	-	10	80
Sec./Cler.	1982	172	10	6	7	4	4	2	1	.5	151	88
	1983	102	7	7	4	4	4	4	-	-	92	90
Tech/Para-prof.	1982	43	2	5	2	5	-	-	1	-	28	65
	1983	48	1	2	1	2	-	-	1	2	22	42
Skilled Crafts	1982	20	1	5	2	10	-	-	-	-	-	-
	1983	11	1	7	1	7	-	-	-	-	-	-
Serv/Main.	1982	140	32	23	6	4	2	1	1	.7	44	31
	1983	112	33	29	5	4	-	-	1	.5	37	33
TOTALS	1982	976	55	6	40	4	21	2	6	.5	412	42
	1983	871	50	6	29	3	18	2	2	-	352	40

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: Los Angeles Pierce

Report Period:: from: FALL 1982 to: FALL 1983

Prepared By: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac.Ild.	Alas. Nat. Amer.Ind.	Female Total
1. Executive/Admin./Managerial	-	-	-	-	-	-
2. Faculty & Other Cert. Staff	3	-	-	-	-	1
3. Professional Non-Faculty	1	-	-	-	-	-
4. Secretarial/Clerical	-	-	-	-	-	-
5. Technical/Paraprofessional	5	-	-	-	-	-
6. Skilled Crafts	-	-	-	-	-	-
7. Service Maintenance	-	-	-	-	-	-
Grand Total	9*					1

*Transfers are included in this total.

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SUMMARY OF GOALS - OCTOBER 1983

LOS ANGELES PIERCE

College

APRIL, 1984

Date

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	1	10	1	4	0	0	1	9	14
Faculty/Instructional Staff Full Time				BY DEPARTMENT BELOW							308
Natural Sciences	7	10	5	8	0	0	0	0	16	23	63
Social Sciences	3	7	3	7	0	0	0	0	7	19	38
Humanities	6	8	5	6	3	4	0	0	12	20	80
Health Education & Phy. Ed.	3	10	1	4	0	0	0	0	0	0	31
Career Education	8	10	7	9	1	1	0	0	0	0	74
Instr./Student Ser. (Cert).	1	5	1	5	1	4	0	0	0	0	22
Faculty/Instructional Staff Hourly	24	9	18	7	4	1	1	.5	28	8	263
Professional/Non-Faculty	1	10	1	10	1	4	0	0	0	0	13
Secretarial/Clerical	4	4	14	14	0	0	1	.5	0	0	102
Technical/Paraprofessional	4	9	8	16	2	4	0	0	0	0	48
Skilled Crafts	0	0	1	10	1	4	0	0	1	5	11
Service Maintenance	0	0	15	14	4	4	0	0	9	8	112
TOTALS	61		80		18		2		74		871

LOS ANGELES SOUTHWEST COLLEGE

Southwest College - Narrative Summary

Workforce Analysis

The Southwest College workforce consists of 364 employees, a 19% reduction compared to the 1982 report. Of the total, 240 or 66% are Black; 13 or 4% are Chicano/Hispanic; 16 or 4% are Asian/Pacific Islander; 2 or .6% are Alaskan/Native American Indian; and 93 or 25% are White. There are 171 or 47% female employees and minorities total 271 or 74%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

The number of positions in this category decreased from 14 to 13. There were no new hires in this category and there are no unmet goals.

Faculty and Other Instructional Staff (Full-Time)

The full-time faculty positions decreased from 126 to 113. The goals by department are as follows:

Natural Sciences	2 Chicano/Hispanics; 6 female
Social Sciences	2 Chicano/Hispanics; 1 Asian/Pacific Islander; 2 female
Humanities	1 Asian/Pacific Islander; 1 female
Health & Physical Education	1 Chicano/Hispanic
Career Education	3 Chicano/Hispanic
Instructional/Student Svcs.	1 Chicano/Hispanic; 1 Asian/Pacific Islander

Faculty and Other Instructional Staff (Hourly)

The hourly faculty positions decreased from 145 to 116. The goal for this category is for 19 Chicano/Hispanic employees.

Professional Non-Faculty

There is a total of 7 positions in this category. There was 1 new hire, a Black male. The goal for this category is 1 Chicano/Hispanic.

Secretarial/Clerical

The total number of employees in this category decreased from 68 to 49. The goals for this category are 8 Chicano/Hispanic and 2 Asian/Pacific Islanders.

Technical/Paraprofessional

The total number of employees in this category decreased from 16 to 13. There was 1 new hire. The goals for this category are: 2 Chicano/Hispanic employees.

Skilled Crafts

The total number of positions in this category declined from 10 to 8. No new hires are reported. There are no current goals in this category.

Service Maintenance

There are 45 positions in this category. No new hires are reported. Goals for this category are: 6 Chicano/Hispanic; 2 Asian/Pacific Islander and 10 female.

Inservice/Staff Development Activities

Dates	Activity	Times and Instructor
9/21/83 (Fall Semester)	Basic Custodial Training Class	6:00-9:00 P.M. - Mr. Britt
12/2/83	QUALITY CIRCLES: An Approach to Productivity Improvement (Workshop for classified and certificated administrators)	9:00-11:30 A.M. Mr. C. Brown of West L.A. College
2/23/84	STUDENT RETENTION SYMPOSIUM	Dr Ronald Barrett, Loyola Marymount University

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

LOS ANGELES SOUTHWEST
College

APRIL, 1984
Date

EEO-6 Categories	Total All	Total Female	Total Minority	Number of Employees									
				Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	13	3	11	8	2	0	0	1	0	0	0	1	1
Faculty/Instructional Staff													
Full Time	113	60	64	19	35	2	0	4	3	0	1	28	21
Hourly	116	47	85	44	30	2	2	5	1	1	0	17	14
Professional/Non-Faculty	7	3	6	4	2	0	0	0	0	0	0	0	1
Secretarial/Clerical	49	43	47	6	40	0	1	0	0	0	0	0	2
Technical/Paraprofessional	13	7	9	3	4	0	0	1	1	0	0	2	2
Skilled Crafts	8	0	7	3	0	4	0	0	0	0	0	1	0
Service Maintenance	45	8	42	32	8	2	0	0	0	0	0	3	0
TOTALS	364	171	271	119	121	10	3	11	5	1	1	52	41
PERCENTAGES	100	47	74	33	33	3	1	3	1	.3	.3	14	11

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	14	10	71	1	7	1	7	0	0	2	14
	1983	13	10	69	0	0	1	8	0	0	3	23
Fac. & Other Cert. F/T	1982	126	62	49	2	2	5	4	1	1	71	56
	1983	113	54	48	2	2	7	6	1	1	60	53
Fac. & Other Cert. Hrly.	1982	145	99	68	2	1	6	4	1	1	59	41
	1983	116	74	64	4	3	6	5	1	1	47	41
Prof. Non-Fac	1982	7	4	57	1	14	2	14	0	0	3	43
	1983	7	6	36	0	0	0	0	0	0	3	43
Sec/Cler.	1982	68	59	87	0	0	0	0	0	0	61	90
	1983	49	46	94	1	2	0	0	0	0	43	93
Tech/Para-prof.	1982	16	10	62	0	0	1	6	0	0	9	56
	1983	13	7	62	0	0	2	15	0	0	7	54
Skilled Crafts	1982	10	4	40	3	30	0	0	0	0	0	0
	1983	8	3	38	4	0	0	0	0	0	0	0
Serv/Main.	1982	64	55	86	2	3	0	0	0	0	12	19
	1983	45	40	89	2	4	0	0	0	0	8	18
TOTALS	1982	450	303	67	11	2	15	3	2	.4	273	61
	1983	364	240	66	13	4	16	4	2	.5	171	47

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: LOS ANGELES SOUTHWEST

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial						
2. Faculty & Other Cert. Staff						
3. Professional Non-Faculty	1	1				
4. Secretarial/Clerical						
5. Technical/Paraprofessional	1			1		
6. Skilled Crafts						
7. Service Maintenance						
Grand Total	2	1				

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SUMMARY OF GOALS - OCTOBER 1983

LOS ANGELES SOUTHWEST
College

APRIL 1984
Date

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	0	0	0	0	0	0	0	0	13
Faculty/Instructional Staff Full Time				BY DEPARTMENT BELOW							113
Natural Sciences	0	0	2	10	0	0	0	0	6	40	16
Social Sciences	0	0	2	10	1	4	0	0	2	11	17
Humanities	0	0	0	0	1	4	0	0	1	4	22
Health Education & Phy. Ed.	0	0	1	10	0	0	0	0	0	0	9
Career Education	0	0	3	10	0	0	0	0	0	0	33
Instr./Student Ser. (Cert).	0	0	1	10	1	4	0	0	0	0	13
Faculty/Instructional Staff Hourly	0	0	19	17	0	0	0	0	0	0	116
Professional/Non-Faculty	0	0	1	10	0	0	0	0	0	0	7
Secretarial/Clerical	0	0	8	17	2	4	0	0	0	0	49
Technical/Paraprofessional	0	0	2	18	0	0	0	0	0	0	13
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	8
Service Maintenance	0	0	6	14	2	4	0	0	10	22	45
TOTALS	0		45		7		0		19		364

LOS ANGELES TRADE TECHNICAL COLLEGE

Trade Technical College - Narrative Summary

Workforce Analysis

The Los Angeles Trade Technical College workforce consists of 880 employees, a 10.6% reduction from the 1982 report. Of the total, 285 or 32% are Black; 99 or 11% are Chicano/Hispanic; 61 or 7% are Asian/Pacific Islander; 3 or .3% are Alaskan Native/American Indian and 432 or 36% are White. Female employees total 308 or 35% and minorities total 448 or 51%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

The number of positions decreased from 28 to 24 in this category. Of the 4 new hires in this category, 1 was Black and 2 were female. The goal for this category is 4 female employees.

Faculty and Other Instructional Staff (Full-Time)

The number of positions in this category decreased from 290 to 264. The new hires were 3 Blacks. The goals for this category are:

Natural Sciences	2 females
Social Sciences	1 Asian/Pacific Islander and 2 female
Humanities	1 Chicano/Hispanic and 1 female
Health & Physical Education	1 Chicano/Hispanic and 1 female
Career Education	2 Chicano/Hispanic; 1 Alaskan Native/American Indian and 23 female

Faculty and Other Instructional Staff (Hourly)

The hourly faculty decreased from 303 to 298. There is a goal for 45 female employees in this category.

Professional Non-Faculty

The number of positions in this category increased from 7 to 10. There was 1 new hire, a White male. There are no unmet goals at this time.

Secretarial/Clerical

There was a decrease in the number of positions in this category from 137 to 113. There was 1 new hire, a White female. The goal for this category is 6 Chicano/Hispanic employees.

Technical/Paraprofessional

There was a decrease in the number of positions in this category from 43 to 28. There was 1 new hire, a White male. The goal for this category is 1 Asian/Pacific Islander.

Skilled Crafts

There was a decrease in the number of positions from 23 to 19. There were no new hires in this category and there is a goal to employ 1 female.

Service Maintenance

There was a decrease in the number of positions from 153 to 124. There were no new hires. Goals include: 12 Chicano/Hispanic; 3 Asian/Pacific Islander; 1 Alaskan Native/American Indian and 24 female.

Inservice/Staff Development Activities

Type of Activity	Name of Participant	Race or Ethnic Group	Sex	Length of In-Service	Date Commenced	Date Completed
Equity Center Counseling	Probation and Disqualification students	mainly black and Hispanic	mainly fem.	n/a one hour	n/a	n/a
Equity Center Assessments	27 students	mainly minorit.	mainly fem.	one hour n/a	n/a	n/a
Equity Center Workshop on financial aids	16 students	mainly minorit.	fem.	one hour	n/a	n/a
Women's Vocational Readiness Prog.	13 students	mainly minorit.	fem.	four hour sessions	May, 1983 and Sept.,1983	July, 1983 Nov.,1983
Non-traditional Career Advisement	17 students	mainly minorit.	fem.	one hour	Aug., 1983	Sep., 1983
Affirmative Action Workshop	20 staff members	mainly minoriti	male & fem.	two hour session	Spring,'82	n/a
EOPS Asian Rap Group	25 students	Asian	male & fem.	two hour sessions	Nov. 1982	Nov., 1983
Community Outreach "Central Park five"	35 community members	mainly Black & Hispanic	male & fem.	one hour meetings	Sep., 1983	Nov., 1983

Type of Activity	Name of Participant	Race or Ethnic Group	Sex	Length of In-Service	Date Commenced	Date Completed
EOPS Textbook Loan Library	100 students	Black, Asian & Hispanic	male & fem.	n/a	Sep., 1983	Nov.,1983
Recruitment	high school students	mainly minorit.	male & fem.	one hour sessions	Nov., 1982	Nov., 1983
Campus Tours	high school students	mainly minorit.	male & fem.	1½ hour sessions	Nov.,1982	Nov., 1983

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

LOS ANGELES TRADE-TECHNICAL College

APRIL, 1984 Date

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	24	5	12	4	2	4	0	1	1	0	0	10	2
Faculty/Instructional Staff													
Full Time	264	88	97	21	29	16	10	13	7	1	0	125	42
Hourly	298	74	115	44	15	25	6	19	5	0	1	136	47
Professional/Non-Faculty	10	5	5	0	2	1	2	0	0	0	0	3	2
Secretarial/Clerical	113	96	94	8	59	3	11	2	10	0	1	4	15
Technical/Paraprofessional	28	13	10	2	3	4	1	0	0	0	0	9	9
Skilled Crafts	19	0	10	3	0	6	0	1	0	0	0	9	0
Service Maintenance	124	26	105	69	24	10	0	2	0	0	0	17	2
TOTALS	880	308	448	151	134	69	30	38	23	1	2	313	119
PERCENTAGES		35	51	17.1	15.2	7.8	3.4	4.3	2.6	0.1	0.2	35.6	13.5

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat. Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	28	8	28	3	11	2	6	0	0	6	21
	1983	24	6	25	4	17	2	8	0	0	5	21
Fac. & Other Cert. F/T	1982	290	49	17	27	9	20	7	1	0	98	34
	1983	264	50	18.9	26	9.8	20	7.6	1	0.4	88	33
Fac. & Other Cert. Hrly.	1982	303	59	19	30	10	21	7	1	0	70	23
	1983	298	59	19.8	31	10.4	24	8	1	0.5	74	24.8
Prof. Non-Fac	1982	7	2	28	4	56	0	0	0	0	4	57
	1983	10	2	20	3	30	0	0	0	0	6	60
Sec./Cler.	1982	137	76	54	16	11	16	11	1	0	119	86
	1983	113	67	59	14	12.4	12	11	1	0.5	96	84
Tech/Para-prof.	1982	43	9	21	8	18	1	2	0	0	21	48
	1983	28	5	18	5	18	0	0	0	0	13	46
Skilled Crafts	1982	23	3	13	5	21	1	4	0	0	0	0
	1983	19	3	15.8	6	31.6	1	5.3	0	0	0	0
Serv/Main.	1982	153	108	70	13	7	4	2	0	0	28	18
	1983	124	93	75	10	8.1	2	1.6	0	0	26	21
TOTALS	1982	984	314	32	106	11	65	7	3	0	346	35
	1983	880	285	32.4	99	11.3	61	7.2	3	0.3	308	35

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: Los Angeles Trade-Technical College

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial	4	1	0	1	0	2
2. Faculty & Other Cert. Staff	3	3	0	0	0	0
3. Professional Non-Faculty	1	0	0	0	0	0
4. Secretarial/Clerical	1	0	0	0	0	1
5. Technical/Paraprofessional	1	0	0	0	0	0
6. Skilled Crafts	0	0	0	0	0	0
7. Service Maintenance	0	0	0	0	0	0
Grand Total	10	4	0	1	0	3

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SUMMARY OF GOALS - OCTOBER 1983

LOS ANGELES TRADE-TECH. College

APRIL 1984

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	0	0	0	0	0	0	4	17	24
Faculty/Instructional Staff Full Time				BY DEPARTMENT BELOW							
Natural Sciences	0	0	0	0	0	0	0	0	2	12	14
Social Sciences	0	0	0	0	1	4	0	0	2	11	14
Humanities	0	0	1	28	0	0	0	0	1	2	42
Health Education & Phy. Ed.	0	0	1	10	0	0	0	0	1	10	10
Career Education	0	0	2	1.2	0	0	1	.5	23	14	160
Instr./Student Ser. (Cert).	0	0	0	0	0	0	0	0	0	0	24
Faculty/Instructional Staff Hourly	0	0	0	0	0	0	0	0	45	16	298
Professional/Non-Faculty	0	0	0	0	0	0	0	0	0	0	10
Secretarial/Clerical	0	0	6	5.6	0	0	0	0	0	0	113
Technical/Paraprofessional	0	0	0	0	1	4	0	0	0	0	28
Skilled Crafts	0	0	0	0	0	0	0	0	1	5	19
Service Maintenance	0	0	12	9.9	3	2.4	1	0.5	24	19	124
TOTALS	0	0	22		5		2		103		880

LOS ANGELES VALLEY COLLEGE

Valley College - Narrative Summary

Workforce Analysis

The workforce at Valley College decreased from 890 in 1982 to 804; a 10% reduction. Forty-two or 5% of the total are Black; 47 or 6% are Chicano/Hispanic; 16 or 2% are are Asian/Pacific Islander; 3 or .4% are Alaskan Native/American Indian and 344 or 43% are female.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There was a decrease in the number of positions in the Executive/Administrative/Managerial category from 17 to 15. There were no new hires in this category. The goals are: 1 Chicano/Hispanic and 1 Asian/Pacific Islander.

Faculty and Other Instructional Staff (Full-Time)

The full-time faculty decreased from 321 to 294. There were no new hires in this group leaving goals for the following departments:

Natural Sciences	- 3 Black; 4 Chicano/Hispanic; 2 Asian/Pacific Islander; 11 female
Social Sciences	- 4 Black; 4 Chicano/Hispanic; 2 Asian/Pacific Islander; 6 female.
Humanities	- 7 Black; 1 Chicano/Hispanic; 3 Asian/Pacific Islander; 11 female.
Health & Physical Ed.	- 2 Black; 2 Chicano/Hispanic; 1 female
Career Education	- 5 Black; 3 Chicano/Hispanic; and 1 Asian/Pacific Islander

Faculty and Other Instructional Staff (Hourly)

There was an increase in the number of positions in this category from 196 to 237. The goals for this category are: 19 Black; 12 Chicano/Hispanic; 5 Asian/Pacific Islander; 1 Alaskan Native/American Indian and 26 female.

Professional Non-Faculty

There was a decrease in this category from 16 to 9. There were no new hires. The goals are: 1 Black and 1 Chicano/Hispanic.

Secretarial/Clerical

There was a decrease in the total number of employees in this category from 153 to 106. The goals for this category are: 10 Black and 13 Chicano/Hispanic.

Technical/Paraprofessional

The total number of employees in this category decreased from 35 to 26. There were no new hires. The goals for this category are: 5 Chicano/Hispanic and 1 female.

Skilled Crafts

The total number of employees in this category decreased from 19 to 15. The goals for this category are: 1 Black; 1 Chicano/Hispanic; 1 Asian/Pacific Islander and 1 female.

Service Maintenance

There was a decrease in the total number of employees in this category from 133 to 102. There were no new hires. The goals are 9 Chicano/Hispanic; 3 Asian/Pacific Islander; 1 Alaskan Native/American Indian and 7 female.

Inservice/Staff Development Activities

The Affirmative Action Advisory Committee met four times during the period January to December 1983. Minutes of these meetings were kept and are available from the Affirmative Action Representative. Guests at our meetings included Ernestine J. Palmer, Director of the District's Office of Affirmative Action Office and Dr. Mary Lee, President of Valley College. Participation from Affirmative Action Committee members has been vigorous and substantial, and the following proposals are among several that have been issued from the meetings.

Though funds are restricted, it was proposed that a series of staff workshops be instituted to increase sensitivity to inter-cultural differences. These workshops were offered in the past and thought to be very successful.

Once again the procedures for part-time hiring were examined and it was recommended that Affirmative Action Procedures be applied in as close an approximation as possible to those of full-time hiring. It was also proposed that a series of slides showing Principles of Affirmative Action be presented to faculty and staff groups. A final proposal was that, in this period of retrenchment, we whould prepare for the time when hiring once again becomes vigorous. Affirmative Action Principles for this time should be well defined now.

A series of workshops for women were offered in the Spring and Fall semesters by Jerilyn Stapleton. These included the following workshops: Rape Prevention, Women in Media, Sex Discrimination in Insurance, Challenges and Changes of Contemporary Women, Reproductive Rights of Women, and Returning Women Students.

ASB offered a series of Awareness Weeks for students during the Spring '83 and Fall '83 semesters. These included Black Awareness Week (10/3/83), Chicano Awareness Week (5/5/84), and Women's Awareness Week. During Jewish Awareness Week, an Inter-ethnic Panel was offered featuring Black, Chicano Studies, and Jewish Instructors.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

LOS ANGELES VALLEY
College

APRIL, 1984
Date

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	15	6	5	2	2	1	0	0	0	0	0	6	4
Faculty/Instructional Staff	294	115	29	6	2	10	6	1	5	1	0	161	102
Full Time	237	76	24	5	1	7	6	3	0	0	0	146	69
Hourly													
Professional/Non-Faculty	9	6	1	0	0	0	0	0	0	0	1	3	5
Secretarial/Clerical	106	99	14	0	2	2	4	1	4	0	1	4	88
Technical/Paraprofessional	26	8	4	3	0	0	0	0	1	0	0	15	7
Skilled Crafts	15	0	3	1	0	2	0	0	0	0	0	12	0
Service Maintenance	102	34	28	15	3	7	2	1	0	0	0	45	29
TOTALS	804	344	108	32	10	29	18	6	10	1	2	392	304
PERCENTAGES	100	43	13	4	1	4	2	1	1	0	0	49	38

Los Angeles Community College District

LOS ANGELES VALLEY College

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	17	4	24	1	6	0	0	0	0	6	35
	1983	15	4	27	1	7	0	0	0	0	6	40
Fac. & Other Cert. F/T	1982	321	6	2	16	5	9	3	1	0	133	41
	1983	294	8	3	16	5	6	2	1	0	115	39
Fac. & Other Cert. Hrly.	1982	196	5	3	14	7	4	2	1	0	80	41
	1983	237	6	3	13	5	3	1	0	0	76	32
Prof. Non-Fac	1982	16	1	6	0	0	0	0	0	0	7	54
	1983	9	0	0	0	0	0	0	1	11	6	67
Sec/Cler.	1982	153	5	3	4	3	7	5	1	0	141	92
	1983	106	2	2	6	6	5	5	1	0	99	93
Tech/Para-prof.	1982	35	1	3	1	3	2	6	0	0	15	43
	1983	26	3	12	0	0	1	4	0	0	8	31
Skilled Crafts	1982	19	1	3	4	21	0	0	0	0	0	0
	1983	15	1	7	2	13	0	0	0	0	0	0
Serv/Main.	1982	133	20	15	10	8	1	1	0	0	44	33
	1983	102	18	17	9	9	1	1	0	0	34	33
TOTALS	1982	890	43	5	50	6	23	3	0	0	429	48
	1983	804	42	5	47	6	16	2	3	0	344	43

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: _____

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial						
2. Faculty & Other Cert. Staff						
3. Professional Non-Faculty						
4. Secretarial/Clerical	1					1
5. Technical/Paraprofessional						
6. Skilled Crafts						
7. Service Maintenance						
Grand Total	1					

LOS ANGELES COMMUNITY COLLEGE DISTRICT
SUMMARY OF GOALS - OCTOBER 1983

LOS ANGELES VALLEY
College

APRIL, 1984
Date

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	1	3	1	4	0	0	0	0	15
Faculty/ Instructional Staff Full Time				BY DEPARTMENT BELOW							294
Natural Sciences	3	8	4	10	2	4	0	0	11	28	41
Social Sciences	4	8	4	8	2	4	0	0	6	10	60
Humanities	7	10	1	3	3	4	0	0	11	15	72
Health Education & Phy. Ed.	2	6	2	6	0	0	0	0	1	4	26
Career Education	5	8	3	5	1	2	0	0	0	0	74
Instr./Student Ser. (Cert.)	0	0	0	0	0	0	0	0	0	0	21
Faculty//Instructional Staff Hourly	19	7	12	5	5	2	1	.5	26	10	260
Professional/Non-Faculty	1	10	1	10	0	0	0	0	0	0	9
Secretarial /Clerical	10	9	13	12	0	0	0	0	0	0	106
Technical/Paraprofessional	0	0	5	18	0	0	0	0	1	4	26
Skilled Crafts	1	4	1	5	1	4	0	0	1	5	15
Service Maintenance	0	0	9	9	3	3	1	0	7	7	102
TOTALS	52		56		18		2		64		804

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WEST LOS ANGELES COLLEGE

West Los Angeles College - Narrative Summary

Workforce Analysis

The West Los Angeles College workforce consists of 494 employees, an 8.4% decrease compared to the 1982 report. Of the total, 119 or 24% are Black; 14 or 3% are Chicano/Hispanic; 35 or 7% are Asian/Pacific Islander; 6 or 1% are Alaskan Native/American Indian and 320 or 65% are White. There are 215 or 44% female employees and minorities total 172 or 35%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There were no new hires in this category. A goal exists for 1 Chicano/Hispanic and 3 females.

Faculty and Other Instructional Staff (Full-Time)

The full-time faculty decreased from a total of 149 to 135. The goals for this category by department are:

Natural Sciences	1 Black; 2 Chicano/Hispanic; and 4 female
Social Sciences	1 Black; 1 Chicano/Hispanic; 1 Asian/Pacific Islander; 5 female
Humanities	2 Chicano/Hispanic; 1 Asian/Pacific Islander
Health and Physical Education	1 Chicano/Hispanic; 2 female
Career Education	2 Alaskan Native/American Indian
Instructional/Student Services	1 Chicano/Hispanic

Faculty and Other Instructional Staff (Hourly)

The hourly faculty increased from a total of 146 to 162. Unmet hourly faculty goals are: 11 Chicano/Hispanic; 1 Asian/Pacific Islander

Professional Non-Faculty

There were no new hires in this category. No goals are set at present.

Secretarial/Clerical

There was a decrease in the total number of employees in this category from 114 to 80 and there were no new hires reported. The unmet goal is for 12 Chicano/Hispanic employees.

Technical/Paraprofessional

There was 1 new hire in this category, an Asian/Pacific Islander (male), and the total number of employees is now 16 for this category. The goals for this category are: 1 Black; 3 Chicano/Hispanic.

Skilled Crafts

There was a decrease in the total number of employees in this category from 14 to 11. There were no new hires in this category and the goals are: 1 Black; 1 Chicano/Hispanic; and 1 female.

Service Maintenance

The total number of employees in this category decreased from 75 to 65. There were no new hires. The new goals for this category are: 8 Chicano/ Hispanic and 12 female.

Inservice/Staff Development

During the period October, 1982 to October, 1983, progress was limited toward accomplishing measurable results in the six EEO categories. It must be emphasized that West Los Angeles College is and will continue to aggressively work toward the implementation of the Affirmative Action policies.

New Hires

Due to the Districtwide restrictions imposed on hiring, no new Certificated assignments occurred at West Los Angeles during 1982-1983. In the classified service, no changes occurred. When the present budget restrictions within the District change, West Los Angeles will continue to emphasize its goals and move to affect change and accomplishment of these targets.

Inservice

Several administrative meetings were held during the year. Through the direction of Dr. M.J. Fujimoto, inservice sessions were held with key District office personnel; namely, General Counsel, Affirmative Action, Personnel Services, and Staff Relations. Content of these sessions covered discussions and emphasis of all rules, regulations and processes designed to broaden knowledge and enhance skills. Additionally, our multicultural programs were highly successful and visible. The combination of both activities strengthen the college in general, and made a significant impact upon the leadership of West Los Angeles College.

Campus Committee

Activities of the Affirmative Action Advisory Committee were significant during the early part of 1983. However, as the fall semester began, a lack of opportunity and circumstances caused a slow down in meetings and discussions. The Affirmative Action Advisory Committee's policy and procedures are fully supported by all groups within the college and, based upon the leadership and direction of Dr. Fujimoto, and the commitment from the faculty and classified organizations, plans are under discussion for a re-emphasis to this program as the Fall, 1984 semester begins.

Future programs will build upon this base and, through the Campus Development program, a vehicle will be in place to coordinate activities designed to reach every staff member throughout the year.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

WEST LOS ANGELES
College

APRIL, 1984
Date

EEO-6 Categories	Total All	Total Female	Total Minority	Number of Employees									
				Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	12	2	4	2	0	0	0	2	0	0	0	6	2
Faculty/Instructional Staff													
Full Time	135	47	18	9	7	0	1	1	0	0	0	78	39
Hourly	162	66	39	13	13	5	0	4	1	2	1	72	51
Professional/Non-Faculty	13	11	6	1	2	1	0	0	2	0	0	0	7
Secretarial/Clerical	80	68	54	3	31	0	2	3	14	0	2	6	19
Technical/Paraprofessional	16	7	6	0	1	0	0	2	3	0	0	7	3
Skilled Crafts	11	0	2	0	0	1	0	0	0	1	0	9	0
Service Maintenance	65	14	43	26	11	4	0	3	0	0	0	18	0
TOTALS	494	215	172	54	65	11	3	15	20	3	3	196	124
PERCENTAGES	100	44	35	11	13	2	1	3	4	1	1	40	25

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	14	3	21	0	0	2	14	0	0	3	21
	1983	12	2	17	0	0	2	17	0	0	2	17
Fac. & Other Cert. F/T	1982	149	18	12	3	2	1	1	0	0	55	37
	1983	135	16	12	1	1	1	1	0	0	47	35
Fac. & Other Cert. Hrly.	1982	146	19	12	6	4	7	2	0	0	58	39
	1983	162	26	16	5	3	5	3	0	0	66	41
Prof. Non-Fac.	1982	12	2	16	1	8	1	8	0	0	8	67
	1983	13	3	23	1	7	2	15	0	0	11	85
Sec/Cler.	1982	114	52	46	5	5	17	15	3	3	94	82
	1983	80	34	43	2	3	17	21	2	3	68	85
Tech/Para-prof.	1982	15	0	0	0	0	1	7	0	0	6	40
	1983	16	1	6	0	0	5	31	0	0	7	44
Skilled Crafts	1982	14	0	0	1	7	0	0	2	14	0	0
	1983	11	0	0	1	9	0	0	1	9	0	0
Serv/Main.	1982	75	44	58	3	4	3	4	0	0	16	21
	1983	65	37	57	4	6	3	5	0	0	14	22
TOTALS	1982	539	138	26	19	4	32	6	5	1	240	46
	1983	494	119	24	14	3	35	7	6	1	215	44

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: _____

Report Period: from: FALL 1982 to: FALL 1983

Prepared by: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac. Isld.	Alas. Nat. Amer. Ind.	Female Total
1. Executive/Admin./Managerial						
2. Faculty & Other Cert. Staff	1					1
3. Professional Non-Faculty						
4. Secretarial/Clerical						
5. Technical/Paraprofessional	1					
6. Skilled Crafts						
7. Service Maintenance						
Grand Total	2					1

::THIS DATA DERIVED FROM D.P. REPORT #B2027-001

LOS ANGELES COMMUNITY COLLEGE DISTRICT
SUMMARY OF GOALS - OCTOBER 1983

WEST LOS ANGELES College

APRIL, 1984 Date

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	1	10	0	0	0	0	3	21	12
Faculty/ Instructional Staff Full Time				BY DEPARTMENT BELOW							135
Natural Sciences	1	5	2	10	0	0	0	0	4	19	19
Social Sciences	1	6	1	6	1	4	0	0	5	19	24
Humanities	0	0	2	6	1	4	0	0	0	0	27
Health Education & Phy. Ed.	0	0	1	10	0	0	0	0	2	18	9
Career Education	0	0	0	0	0	0	2	4	0	0	45
Instr./Student Ser. (Cert.)	0	0	1	10	0	0	0	0	0	0	11
Faculty//Instructional Staff Hourly	0	0	11	7	1	1	0	0	0	0	162
Professional/Non-Faculty	0	0	0	0	0	0	0	0	0	0	13
Secretarial /Clerical	0	0	12	15	0	0	0	0	0	0	80
Technical/Paraprofessional	1	5	3	18	0	0	0	0	0	0	16
Skilled Crafts	1	11	1	9	0	0	0	0	1	5	11
Service Maintenance	0	0	8	12	0	0	0	0	12	18	65
TOTALS	4		43		3		2		27		494

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DISTRICT OFFICE

District Office - Narrative Summary

Workforce Analysis

The Los Angeles Community College District Office workforce consists of a total of 371 employees, a 17% reduction compared to the 1982 report. Eighty or 22% are Black; 41 or 11% are Chicano/Hispanic; 82 or 22% are Asian/Pacific Islander; 4 or 1% are Alaskan Native/American Indian; and 164 or 44% are White. Female employees total 205 or 55% and minorities total 207 or 58%.

Progress Toward Affirmative Action Goals

Executive/Administrative/Managerial

There are 37 positions in the category of Executive/Administrative/Managerial. There was 1 norminority hire in this category. There still exists unmet goals for 4 female employees.

Faculty and Other Instructional Staff (Full-Time)

The full-time faculty increased from 9 to 12. There were 5 new hires, including 1 Chicano/Hispanic and 1 female. The unmet goals are: Instructional/Other Certificated - 2 Black and 3 females.

Faculty and Other Instructional Staff (Hourly)

There is 1 position in this category.

Professional Non-Faculty

There was a decrease in positions from 141 to 113 in this category. There were 2 non-minority new hires. The unmet goals are 2 Black; 7 Chicano/Hispanic, and 1 Alaskan Native/American Indian.

Secretarial/Clerical

There was a decrease in the total number of employees in this category from 202 to 163. There was 1 new hire in this category. The goals for this category are 6 Chicano/Hispanic.

Technical/Paraprofessional

The total number of employees decreased from 36 to 26 in this category. There were no new hires. The goal is for 1 female.

Skilled Crafts

The number of positions in this category declined from 5 to 1. There were no new hires. No goals are presently established.

Service Maintenance

The number of employees in this category decreased from 13 to 11. There were no new hires. The goals for this category are: 4 females ;1 Chicano/Hispanic.

Inservice/Staff Development Activities

Among staff development activities sponsored by District Departments, the Center for Professional Development, and other associations, were the following:

Conversational English Training
Sr. Secretary Training
CPR Training
Management Film Festival
"Doing More with Less" session
Grantsperson Training

Compared to the '81-'82 reporting period, less staff development for classified employees occurred. Fewer funds were available for classified employee training; and because of staff shortages, less time was available from those who would ordinarily donate their time to train others.

During this reporting period, departments were more rigorous in notifying the Affirmative Action Representative for the purpose of briefing certificated selection committees.

Most of the District Office Advisory Committee objectives for '82-'83 were met except for a few. With our financial crisis of '82-'83, many classifications were threatened with elimination, others faced drastic reductions. Classified personnel faced possible demotion or lay-off. Therefore, it seemed impractical to complete the work on brochures displaying career ladders. Also, with that financial environment, the probability or securing a tuition reimbursement program for classified employees seemed remote. But research did proceed and will continue on both of these objectives. Specific sexual harassment complaint procedures must also be carried forward as an objective for '83-'84.

Affirmative Action Advisory Committee - Plans for '83-'84

- continue to monitor selection processes for compliance with good hiring practices.
- complete work on displays of career ladders within the District.
- promote a tuition reimbursement plan for classified employees.
- develop resources for classified personnel upgrade training.
- define specific procedures on sexual harassment complaints.
- plan programs to improve cultural awareness among employees.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
WORKFORCE ANALYSIS

Summary - October 1983

DISTRICT OFFICE
College

APRIL, 1984

EEO-6 Categories				Number of Employees									
	Total All	Total Female	Total Minority	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		White	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Adm/Managerial	37	10	11	2	3	2	2	2	0	0	0	21	5
Faculty/Instructional Staff Full Time Hourly	20	5	5	0	0	3	0	1	0	1	0	10	5
Professional/Non-Faculty	113	48	47	5	4	2	2	17	17	0	0	41	25
Secretarial/Clerical	163	134	116	6	49	7	16	4	31	1	2	11	36
Technical/Paraprofessional	26	8	18	2	1	6	0	6	3	0	0	4	4
Skilled Crafts	1	0	1	0	0	0	0	1	0	0	0	0	0
Service Maintenance	11	0	9	8	0	1	0	0	0	0	0	2	0
TOTALS	371	205	207	23	57	21	20	31	51	2	2	89	75
PERCENTAGES		55%	56%	6%	15%	6%	5%	8%	14%	.05%	.05%	24%	20%

UTILIZATION REPORT, 1982 AND 1983

The following distribution represents the utilization of employees by job category based on workforce data as of October of the given years.

EEO-6 Category		Total Positions	Black		Chicano/ Hispanic		Asian/Pac. Islander		Alas. Nat Amer. Ind.		Female (Total)	
			#	%	#	%	#	%	#	%	#	%
Exec./Admin. Managerial	1982	38	5	13%	3	7%	1	2%	0	0	11	29%
	1983	37	5	14%	4	8%	2	8%	0	0	10	24%
Fac. & Other Cert. F/T	1982	9	0	0	0	0	0	0	0	0	4	40%
	1983	19	0	0	3	16%	1	5%	1	5%	5	26%
Fac. & Other Cert. Hrly.	1982	2	0	0	0	0	0	0	0	0	1	50%
	1983	1	0	0	0	0	0	0	0	0	0	0
Prof. Non-Fac	1982	141	10	6%	5	3%	43	30%	0	0	55	39%
	1983	113	9	7%	4	3%	34	30%	0	0	48	42%
Sec/Cler.	1982	202	68	33%	25	12%	46	22%	3	1%	170	84%
	1983	163	55	34%	23	14%	35	21%	3	2%	134	82%
Tech/Para-prof.	1982	36	5	13%	7	18%	10	27%	0	0	11	30%
	1983	26	3	12%	6	23%	9	35%	0	0	8	31%
Skilled Crafts	1982	5	0	0	0	0	1	20%	0	0	0	0
	1983	1	0	0	0	0	1	100%	0	0	0	0
Serv/Main.	1982	13	9	68%	1	7%	0	0	0	0	1	7%
	1983	11	8	73%	1	9%	0	0	0	0	0	0
TOTALS	1982	446	97	22%	41	9%	101	23%	3	.4%	253	57%
	1983	371	80	22%	41	11%	82	22%	4	1%	205	55%

LOS ANGELES COMMUNITY COLLEGE DISTRICT

SEVENTH ANNUAL REPORT

NEW HIRES/FULL-TIME

College/Location: DISTRICT OFFICE

Report Period:: from: FALL 1982 to: FALL 1983

Prepared By: THE OFFICE OF AFFIRMATIVE ACTION PROGRAMS & SERVICES

	Total Positions	Black	Chicano/ Hispanic	Asian Pac.Ild.	Alas. Nat. Amer.Ind.	Female Total
1. Executive/Admin./Managerial	1					
2. Faculty & Other Cert. Staff	5		1			1
3. Professional Non-Faculty	2					
4. Secretarial/Clerical	1	1				1
5. Technical/Paraprofessional	0					
6. Skilled Crafts	0					
7. Service Maintenance	0					
Grand Total	9	1	1			1

*This data derived from D.P. Report #B2027-001

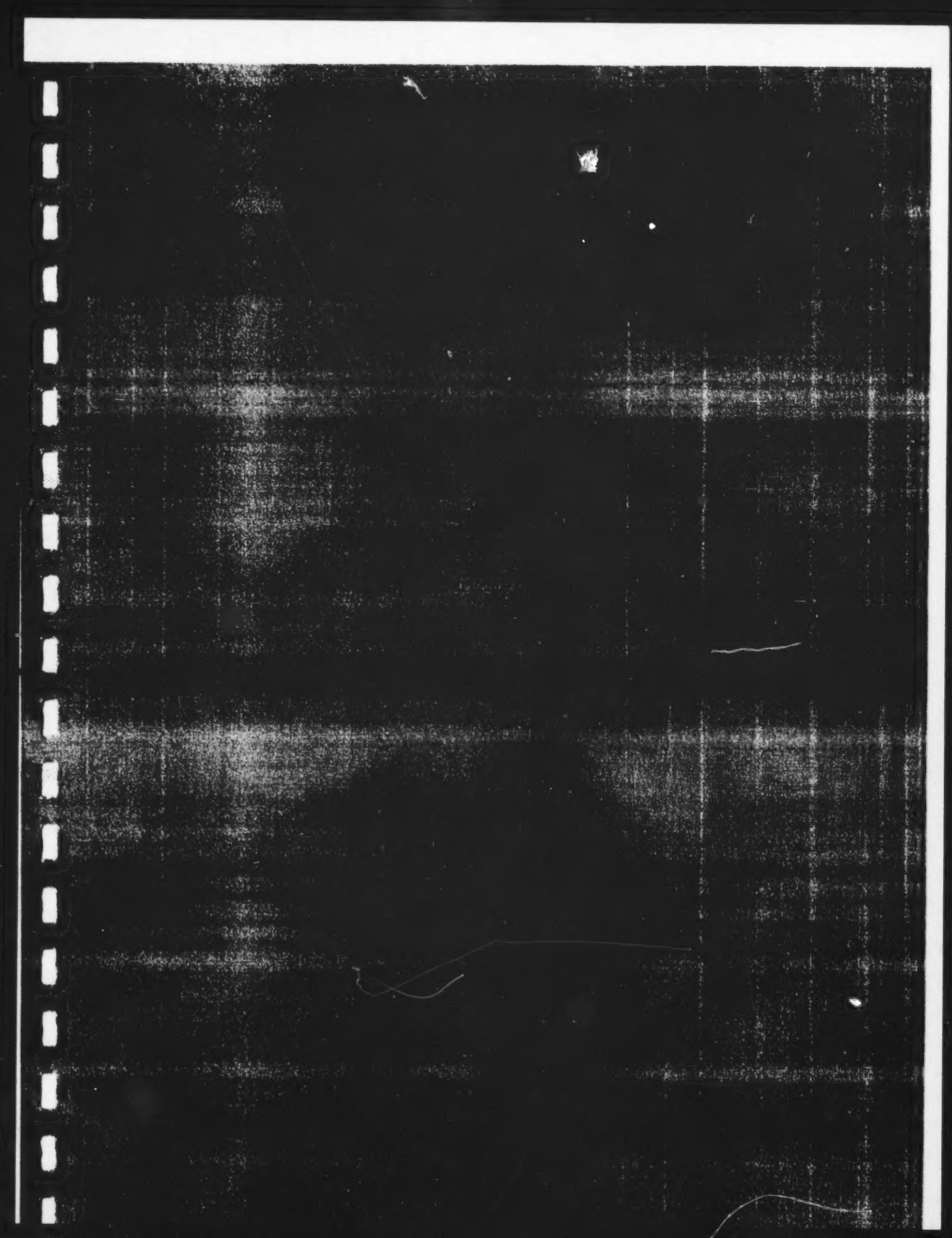
LOS ANGELES COMMUNITY COLLEGE DISTRICT
SUMMARY OF GOALS - OCTOBER 1983

DISTRICT OFFICE
College

April, 1984
Date

EEO-6 Categories	Black		Chicano/ Hispanic		Asian/Pacific Islander		Alaskan Native/ American Indian		Women		Remarks No. of Authorized Pos.
	#	%	#	%	#	%	#	%	#	%	
Executive/Adm/Managerial	0	0	0	0	0	0	0	0	4	11%	37
Faculty/ Instructional Staff Full Time	2	10%	0		0		0		3	20%	15
Natural Sciences											
Social Sciences											
Humanities											
Health Education & Phy. Ed.											
Career Education											
Instr./Student Ser. (Cert.)											
Faculty//Instructional Staff Hourly											1
Professional/Non-Faculty	2	3	7	7	0	0	0	0	0	0	113
Secretarial /Clerical											
Technical/Paraprofessional									2	7%	26
Skilled Crafts											
Service Maintenance	0	0	0	0	0	0	0	0	4	36%	11

69



WORKFORCE ANALYSIS BY CLASSIFICATION

EXECUTIVE/ADMINISTRATIVE/MANAGERIAL POSITIONS

CLASS CODES USED IN THIS REPORT

CLASS CODE	JOB TITLE	CATEGORY NUMBER
0023	CHANCELLOR	1
0034	VICE CHANCELLOR, BUSINESS SERVICES	1
0036	VICE CHANCELLOR, EDUCATIONAL SERVICES	1
0039	VICE CHANCELLOR, PERSONNEL SERVICES	1
0082	VICE CHANCELLOR, GENERAL COUNSEL	1
0088	SR. DIRECTOR, STAFF RELATIONS	1
0090	SR. DIRECTOR, PERSONNEL OPERATIONS	1
0107	SR. DIRECTOR, STUDENT SERVICES	1
0112	SR. DIRECTOR, INSTRUCTIONAL SERVICES	1
0136	DIRECTOR, AFFIRMATIVE ACTION PROGRAMS & SERVICES	1
0140	DIRECTOR, EDUCATIONAL PLANNING	1
0263	DIRECTOR, PERSONNEL OPERATIONS	1
0274	ASSOCIATE DIRECTOR	1
0276	ASSOCIATE DIRECTOR (FR)	1
0360	ASSOCIATE GENERAL COUNSEL	1
0277	ASSOCIATE DIRECTOR (SFP) (FR)	1
0602	PRESIDENT	1
0630	VICE PRESIDENT	1
0640	DEAN	1
0641	DEAN (FR)	1
0643	DEAN (SFP) (FR)	1
0278	ASSISTANT DIRECTOR	1
0279	ASSISTANT DIRECTOR (FLAT RATE)	1
0650	ASSISTANT DEAN	1
0651	ASSISTANT DEAN (FR)	1
0652	ASSISTANT DEAN (SFP)	1
0653	ASSISTANT DEAN (SFP) (FR)	1
0654	ASSISTANT DEAN (SR)	1
0655	ASSISTANT DEAN (SFP) (SR)	1
1024	DIRECTOR OF DISBURSEMENTS	1
1030	DIRECTOR OF DATA PROCESSING	1
1036	SYSTEMS AND PROGRAMMING MANAGER	1
1046	DIRECTOR OF ACCOUNTING	1
1057	DIRECTOR OF BUDGET	1
1071	DATA PROCESSING OPERATIONS MANAGER	1
1650	SUPERVISING CONSTRUCTION INSPECTOR	1
2106	DIRECTOR, COMMUNICATIONS SERVICES	1
2220	ASSISTANT TO THE CHANCELLOR	1
5003	PERSONNEL DIRECTOR	1
3158	BUILDING AND GROUNDS ADMINISTRATOR	1

WORKFORCE ANALYSIS BY CLASS

PROFESSIONAL NON-FACULTY POSITIONS

CLASS CODES USED IN THIS REPORT

CLASS CODE	JOB TITLE	CATEGORY NUMBER
1039	CHIEF SYSTEMS AND PROGRAMMING ANALYST	3
1040	SOFTWARE SYSTEMS SUPERVISOR	3
1041	DATA BASE SYSTEMS SUPERVISOR	3
1047	TELECOMMUNICATIONS ANALYST	3
1048	SOFTWARE SYSTEMS ANALYST	3
1090	SUPERVISING SYSTEMS AND PROGRAMMING ANALYST	3
1092	SR PROGRAMMER ANALYST	3
1093	PROGRAMMER ANALYST	3
1103	ACCOUNTING ANALYST	3
1121	COLLEGE FISCAL ADMINISTRATOR	3
1123	PRINCIPAL ACCOUNTANT	3
1133	SUPERVISING ACCOUNTANT	3
1142	DATA SERVICES SUPERVISOR	3
1160	SR ACCOUNTANT	3
1161	INT ACCOUNTANT	3
1163	ACCOUNTANT	3
1201	PRINCIPAL AUDITOR	3
1214	AUDITOR (CONFIDENTIAL)	3
1216	AUDITOR	3
1444	FACILITIES DESIGNER	3
1660	SR CONSTRUCTION INSPECTOR	3
1790	SCHOOL FACILITIES PLANNER	3
2063	INSURANCE COORDINATOR	3
2079	RESEARCH ANALYST	3
2111	EDUCATIONAL INFORMATION SPECIALIST	3
2112	PUBLIC INFORMATION OFFICER	3
2140	BOOKSTORE MANAGER	3
2144	ASSISTANT BOOKSTORE MANAGER	3
2241	PLACEMENT COORDINATOR	3
2460	ADMINISTRATIVE AIDE	3
3536	CHIEF TELEVISION ENGINEER	3
5010	CHIEF PERSONNEL ANALYST	3
5014	RECRUITMENT REPRESENTATIVE	3
5015	EQUAL EMPLOYMENT OPPORTUNITY SPECIALIST	3
5016	EMPLOYEE RELATIONS SPECIALIST	3
5017	PERSONNEL ANALYST	3
5053	EXAMINER	3
5060	COMMUNITY & STUDENT SERVICES AIDE	3
5071	SR FISCAL ANALYST	3
5074	CONTRACTS ANALYST	3
5075	ADMINISTRATIVE ANALYST	3
5076	COMMUNITY SERVICES PROJECT MANAGER	3
5077	STAFF ASSISTANT (CONFIDENTIAL)	3
5078	STAFF ASSISTANT	3
5085	COMMUNITY & STUDENT SERVICES ASSISTANT	3
5090	STAFF AIDE	3
5115	MATERIAL COORDINATOR	3
5119	PURCHASING SUPERVISOR	3
5122	PURCHASING SPECIALIST	3
5142	ASSISTANT PURCHASING SPECIALIST	3

WORKFORCE ANALYSIS BY CLASS

TECHNICAL/PARAPROFESSIONAL POSITIONS

CLASS CODES USED IN THIS REPORT

CLASS CODE	JOB TITLE	CATEGORY NUMBER
1139	COMPUTER OPERATIONS SCHEDULER	5
1140	COMPUTER OPERATIONS MANAGER	5
1143	ASSISTANT PROGRAMMER ANALYST	5
1151	COMPUTER OPERATIONS SHIFT SUPERVISOR	5
1153	SR DATA PROCESSING EQUIPMENT OPERATOR	5
1155	SENIOR COMPUTER OPERATOR	5
1156	INTERMEDIATE DATA PROCESSING EQUIP OPERATOR	5
1159	COMPUTER OPERATOR TRAINEE	5
1171	ASSISTANT PROGRAMMER	5
1448	ARCHITECTURAL DESIGNER	5
1453	ARCHITECTURAL DRAFTER	5
3511	ELECTRONIC INSTRUMENT TECHNICIAN	5
3512	COMPUTER TECHNICIAN	5
3541	SR ELECTRONICS TECHNICIAN	5
3547	ELECTRONICS TECHNICIAN	5
4552	SENIOR INTERPRETER FOR THE DEAF	5
4554	INSTRUCTIONAL MEDIA PRODUCTION TECH	5
4558	ELECTRONICS LABORATORY ASSISTANT	5
4560	LANGUAGE SKILLS INSTRUCTIONAL ASSISTANT	5
4569	EDP INSTRUCTIONAL ASSISTANT	5
4571	INSTRUCTIONAL MEDIA ASSISTANT	5
4575	INTERPRETER FOR THE DEAF	5
4580	INSTRUCTIONAL ASSISTANT/NURSING	5
4582	INSTRUCTIONAL ASSISTANT/SECRETARIAL SCIENCE	5
4585	MUSIC LIBRARY ASSISTANT	5
4594	MEDIA DISTRIBUTION CLERK	5
4605	BROADCAST MAINTENANCE ENGINEER	5
4607	SOUND ENGINEER	5
4609	PROJECTIONIST	5
4612	SR A/V TECH	5
4613	SR GRAPHIC ARTIST	5
4623	AUDIO VISUAL TECHNICIAN	5
4633	GRAPHIC ARTIST	5
5254	CHEMISTRY LAB TECH.	5
5257	COSMETOLOGY LAB TECH.	5
5261	ENGINEERING LAB TECH.	5
5263	LIFE SCIENCES LAB TECH.	5
5265	INSTRUCTIONAL ASSISTANT/LABOR RELATIONS	5
5268	INSTRUCTIONAL ASSISTANT/MUSIC	5
5273	INSTRUCTIONAL ASSISTANT/PHOTOGRAPHY	5
5274	PHYSICAL SCIENCES LAB TECH.	5
5310	ATHLETIC TRAINER	5
5374	STUDENT CENTER ASSISTANT	5
5378	PIANO ACCOMPANIST	5
5393	COSTUME MAKER (F)	5

WORKFORCE ANALYSIS BY CLASS

SECRETARIAL/CLERICAL POSITIONS

CLASS CODES USED IN THIS REPORT

CLASS CODE	JOB TITLE	CATEGORY NUMBER
1305	SUPERVISING PAYROLL CLERK	4
1320	SUPERVISING ACCOUNTING CLERK	4
1325	SENIOR ACCOUNTING CLERK	4
1327	STATISTICAL AIDE	4
1328	ACCOUNTING CLERK	4
1333	SR DATA CONTROL CLERK	4
1335	DATA CONTROL CLERK	4
1338	PAYROLL CLERK	4
1347	PAYROLL RECORDS CLERK	4
1348	CLERK BOOKKEEPER	4
1356	BUSINESS OFFICE CASHIER	4
2250	SALARY & CREDENTIAL ASSISTANT	4
2252	PRINCIPAL PERSONNEL CLERK	4
2265	PLACEMENT INTERVIEWER	4
2271	SENIOR PERSONNEL CLERK (CONFIDENTIAL)	4
2273	SR PERSONNEL CLERK	4
2278	PERSONNEL CLERK	4
2283	SR EXAM PROCTOR	4
2293	EXAM PROCTOR	4
2405	EXECUTIVE SECRETARY TO THE CHANCELLOR	4
2438	SR SECRETARY	4
2448	SECRETARY TO THE BOARD OF TRUSTEES	4
2454	HEARING SECRETARY	4
2457	OFFICE SERVICES SUPERVISOR	4
2458	EVENING SCHOOL SECRETARY	4
2461	SECRETARY (CONFIDENTIAL)	4
2462	LEGAL SECRETARY	4
2463	SECRETARY	4
2471	INTERMEDIATE CLERK STENO (CONFIDENTIAL)	4
2473	INTERMEDIATE CLERK STENO	4
2483	CLERK STENOGRAPHER	4
2553	PRINCIPAL CLERK	4
2578	SUPERVISING CLERK	4
2580	FINANCIAL AIDE SUPERVISOR	4
2582	FINANCIAL AIDE ASSISTANT	4
2584	FINANCIAL AIDE CLERK	4
2594	PLANT FACILITIES ASSISTANT	4
2596	CREDIT CLERK	4
2600	HEALTH CENTER ASSISTANT	4
2603	INFORMATION CLERK	4
2612	INSURANCE CLERK	4
2618	LIBRARY MEDIA TECHNICAL ASSISTANT	4
2663	MICROFILM OPERATOR	4
2671	INTERMEDIATE CLERK (CONFIDENTIAL)	4
2673	INTERMEDIATE CLERK	4
2678	CLERK	4
2813	COMPOSING MACHINE OPERATOR	4
2818	PROOFREADING CLERK	4
2819	SR TYPIST	4
2820	WORD PROCESSING OPERATOR	4
2821	INTERMEDIATE CLERK TYPIST (CONFIDENTIAL)	4
2823	INTERMEDIATE CLERK TYPIST	4
2848	CLERK TYPIST	4

WORKFORCE ANALYSIS BY CLASSIFICATION

SECRETARIAL/CLERICAL POSITIONS (continued)

CLASS CODE	JOB TITLE	CATEGORY NUMBER
4748	DATA ENTRY OPERATOR	4
4764	COMPOSITOR	4
4768	OFFSET MACHINE OPERATOR	4
4858	TELEPHONE OPERATOR	4
5024	EXAM AIDE	4
5025	EXAM AIDE (CONFIDENTIAL)	4
5162	TEXTBOOK AND SUPPLY ORDER ASSISTANT	4
5164	BOOKSTORE STOCK CLERK	4
5166	BOOKSTORE CASHIER-CLERK	4
5169	BOOKSTORE CLERK	4
5203	STOCK CONTROL SUPERVISOR	4

WORKFORCE ANALYSIS BY CLASSIFICATION

SKILLED CRAFTS POSITIONS

CLASS CODES USED IN THIS REPORT

CLASS CODE	JOB TITLE	CATEGORY NUMBER
1670	CONSTRUCTION INSPECTOR	6
3307	SUPERVISOR, ELECTRICAL TRADES	6
3312	SUPERVISOR, PLUMBING TRADES	6
3322	ELECTRICIAN	6
3330	PLASTERER	6
3343	PLUMBER	6
3402	SUPERVISOR, CARPENTRY AND GENERAL TRADES	6
3422	SUPERVISOR, POINTING TRADES	6
3433	CARPENTER	6
3445	LOCKSMITH	6
3473	PAINTER	6
3517	GRAPHIC ARTS EQUIPMENT TECHNICIAN	6
3522	MACHINIST	6
3528	PRINTING PRESS MECHANIC	6
3548	SUPERVISING OFFICE MACHINE TECH	6
3549	OFFICE MACHINE TECHNICIAN	6
5770	AUTOMOTIVE MECHANIC	6
5785	ASSISTANT AUTO MECHANIC	6

WORKFORCE ANALYSIS BY CLASS

SERVICE/MAINTENANCE POSITIONS

CLASS CODES USED IN THIS REPORT

CLASS CODE	JOB TITLE	CATEGORY NUMBER
3034	EQUIPMENT COORDINATOR	7
3035	FACILITIES ASSISTANT	7
3073	RECEIVING & MECHANICAL EQUIPMENT INSPECTOR	7
3768	MAINTENANCE ASSISTANT	7
4023	CUSTODIAL OPERATIONS MANAGER	7
4027	SUPERVISOR, HEATING & AIR CONDITIONING	7
4036	HEATING & AIR CONDITIONING TECHNICIAN	7
4048	CUSTODIAL SHIFT SUPERVISOR	7
4053	CUSTODIAL SUPERVISOR	7
4055	WINDOW WASHER	7
4056	POOL CUSTODIAN (MALE)	7
4063	SR CUSTODIAN	7
4076	CUSTODIAN	7
4079	KITCHEN WORKER	7
4153	NURSERY OPERATOR	7
4155	PRINCIPAL GARDENER	7
4168	SUPERVISING GARDENER	7
4183	GARDENER	7
4190	GARDENER TRAINEE	7
4263	CAPTAIN COLLEGE SAFETY & POLICE SERVICES	7
4266	SAFETY SERVICES COORDINATOR	7
4281	COLLEGE SAFETY & POLICE SERVICES OFFICER	7
4291	COLLEGE SAFETY & SERVICES AIDE	7
4297	BOOKSTORE GUARD	7
4328	PRINCIPAL CAFETERIA MANAGER	7
4333	SR CAFETERIA MANAGER	7
4343	CAFETERIA MANAGER	7
4350	COOK-MANAGER	7
4368	RANGE COOK	7
4370	PASTRY COOK	7
4372	CAFETERIA SUPPLY CLERK	7
4373	CAFETERIA CASHIER CHECKER	7
4378	FOUNTAIN GRILL MANAGER	7
4383	SALAD COOK	7
4387	GRILL COOK	7
4398	CAFETERIA WORKER	7
4503	FARM MANAGER	7
4510	AGRICULTURE ASSISTANT (DAIRY SCIENCE)	7
4513	SHEEP HERDER	7
4514	BEEF CATTLE HERDER	7
4518	FARM WORKER	7
4520	AGRICULTURE ASSISTANT (CROP PRODUCTION)	7
4536	STAGE ASSISTANT	7
4540	THEATER MANAGEMENT ASSISTANT	7

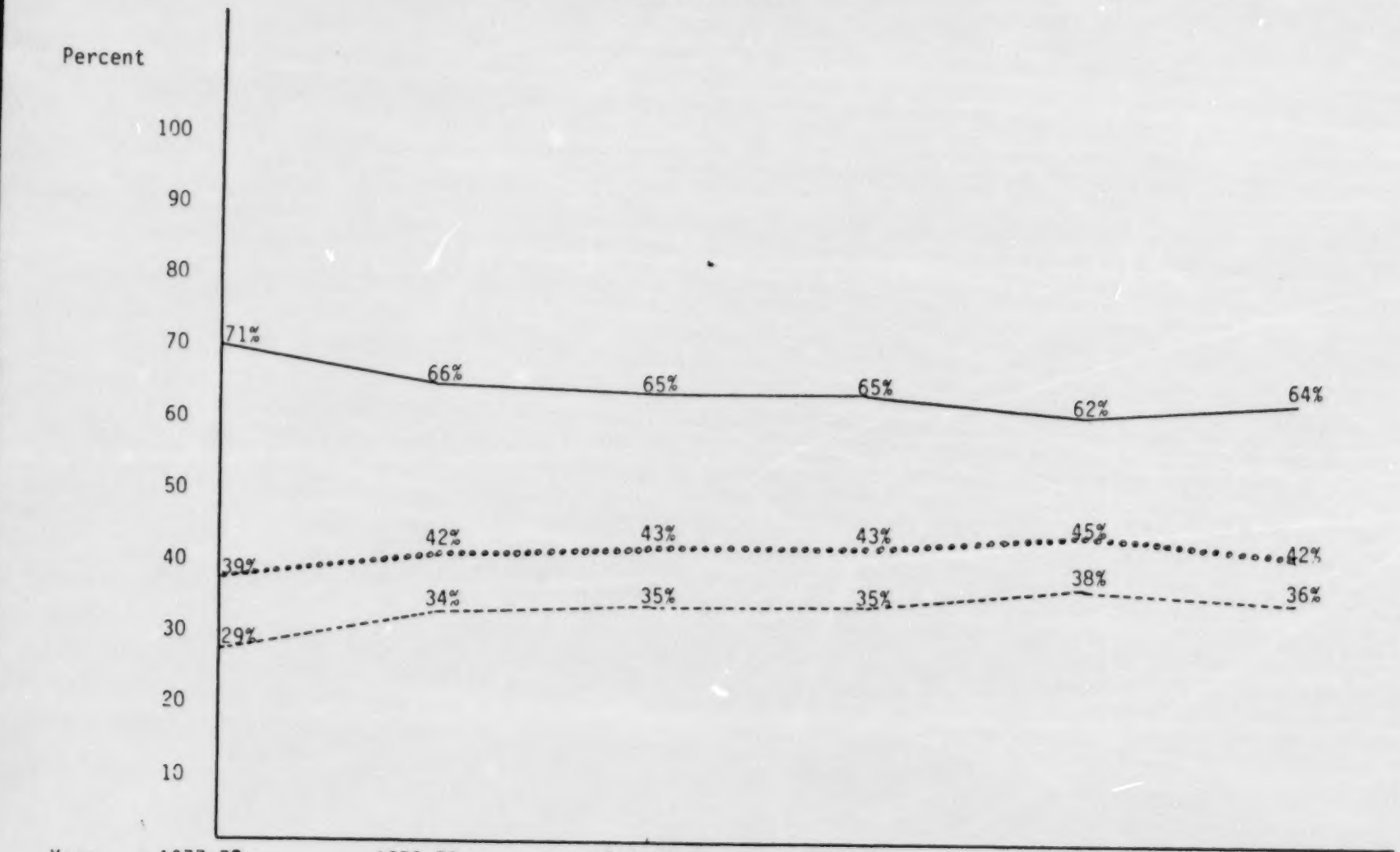
WORKFORCE ANALYSIS BY CLASSIFICATION

SERVICE/MAINTENANCE POSITIONS (continued)

CLASS CODE	JOB TITLE	CATEGORY NUMBER
4548	STAGE ATTENDANT	7
5233	SR TOOLKEEPER	7
5248	STOCK CLERK	7
5283	TOOLKEEPER	7
5292	ASSISTANT STOCK CLERK	7
5297	TOOLKEEPER (SPECIAL)	7
5301	AUDITORIUM MANAGER	7
5302	THEATER MANAGER	7
5358	SWIMMING POOL MANAGER	7
5848	MEDIUM TRUCK DRIVER	7
5862	SENIOR LIGHT VEHICLE DRIVER	7
5864	LIGHT VEHICLE DRIVER	7
5870	PARKING ATTENDANT	7
5973	PHYSICAL EDUCATION FACILITIES ATT. (MALE)	7
5978	PHYSICAL EDUCATION FACILITIES ATT. (FEMALE)	7

1982-83
AFFIRMATIVE ACTION
PRESENTATION

FREQUENCY POLYGON SHOWING MINORITY, NON-MINORITY, AND WOMEN
BY YEAR FOR THE LOS ANGELES COMMUNITY COLLEGE DISTRICT
(DISTRICTWIDE)

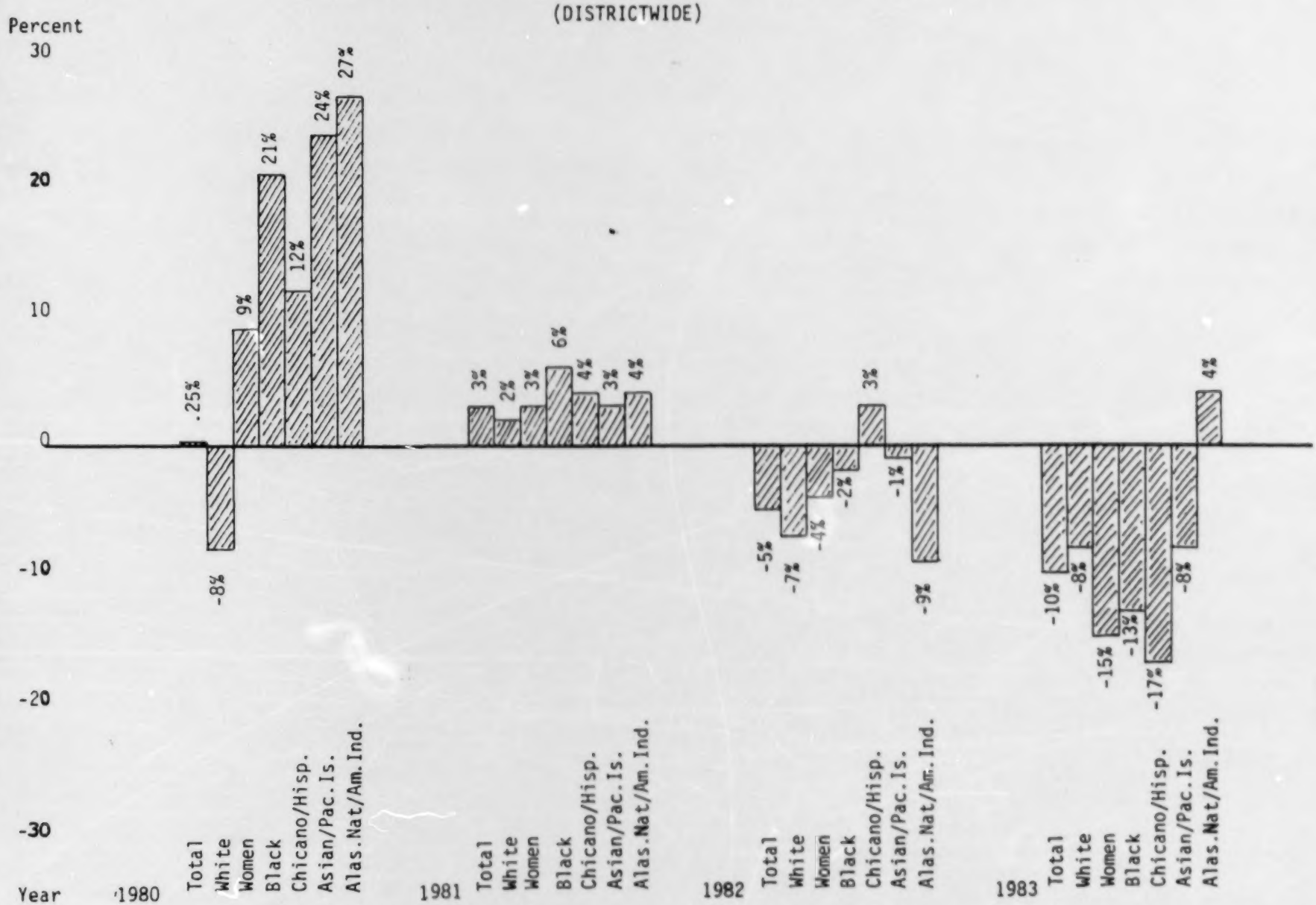


Year	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83
Number of Employees	7,139	7,197	7,157	7,348	6,882	6,219

Non-Minority ——
Minority - - - - - -
Women .....

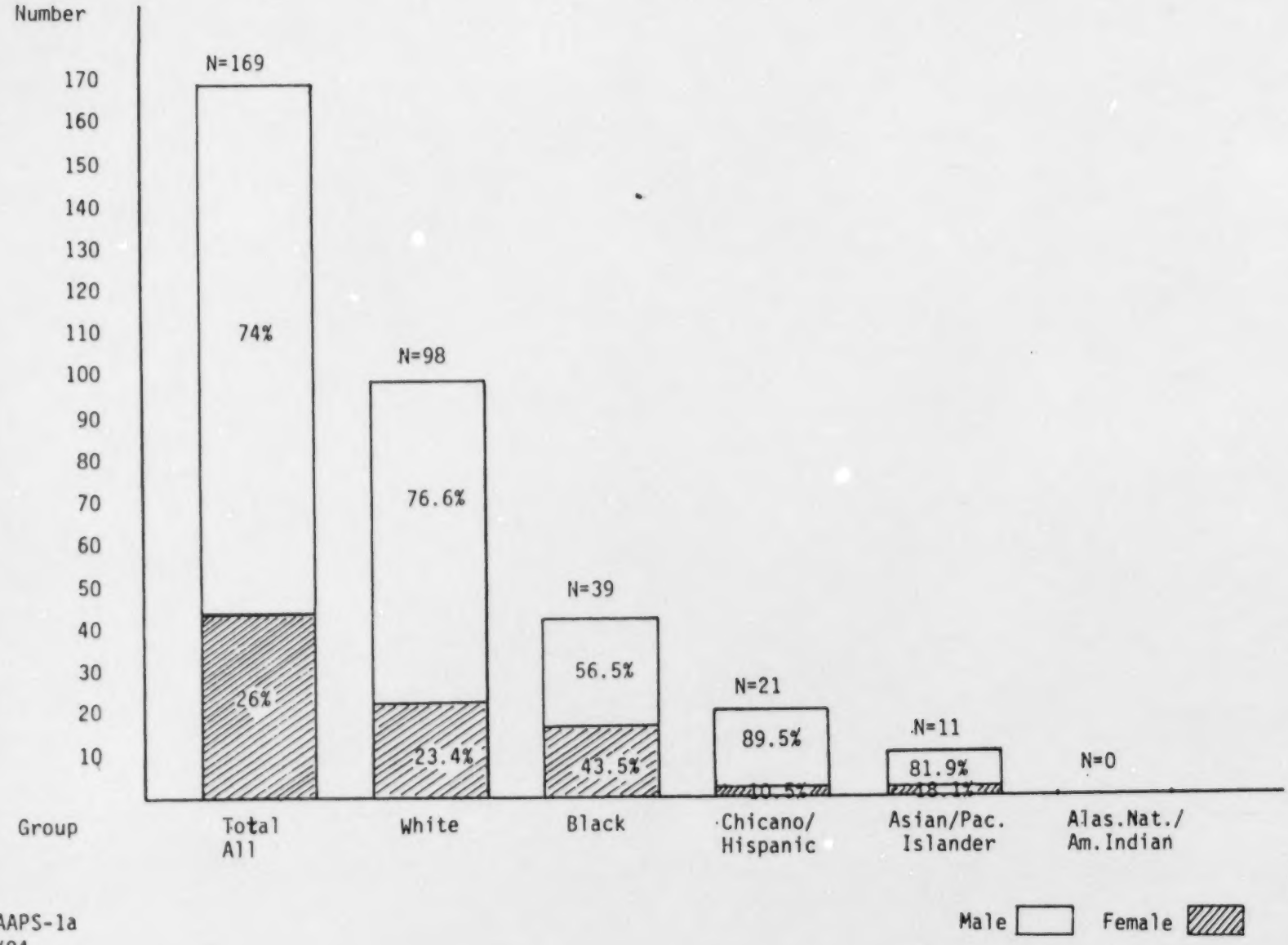
OAAPS-1
4/84

PERCENT INCREASE/DECREASE FOR EACH GROUP OF EMPLOYEES OVER PREVIOUS YEAR FOR THE LOS ANGELES COMMUNITY COLLEGE DISTRICT (DISTRICTWIDE)



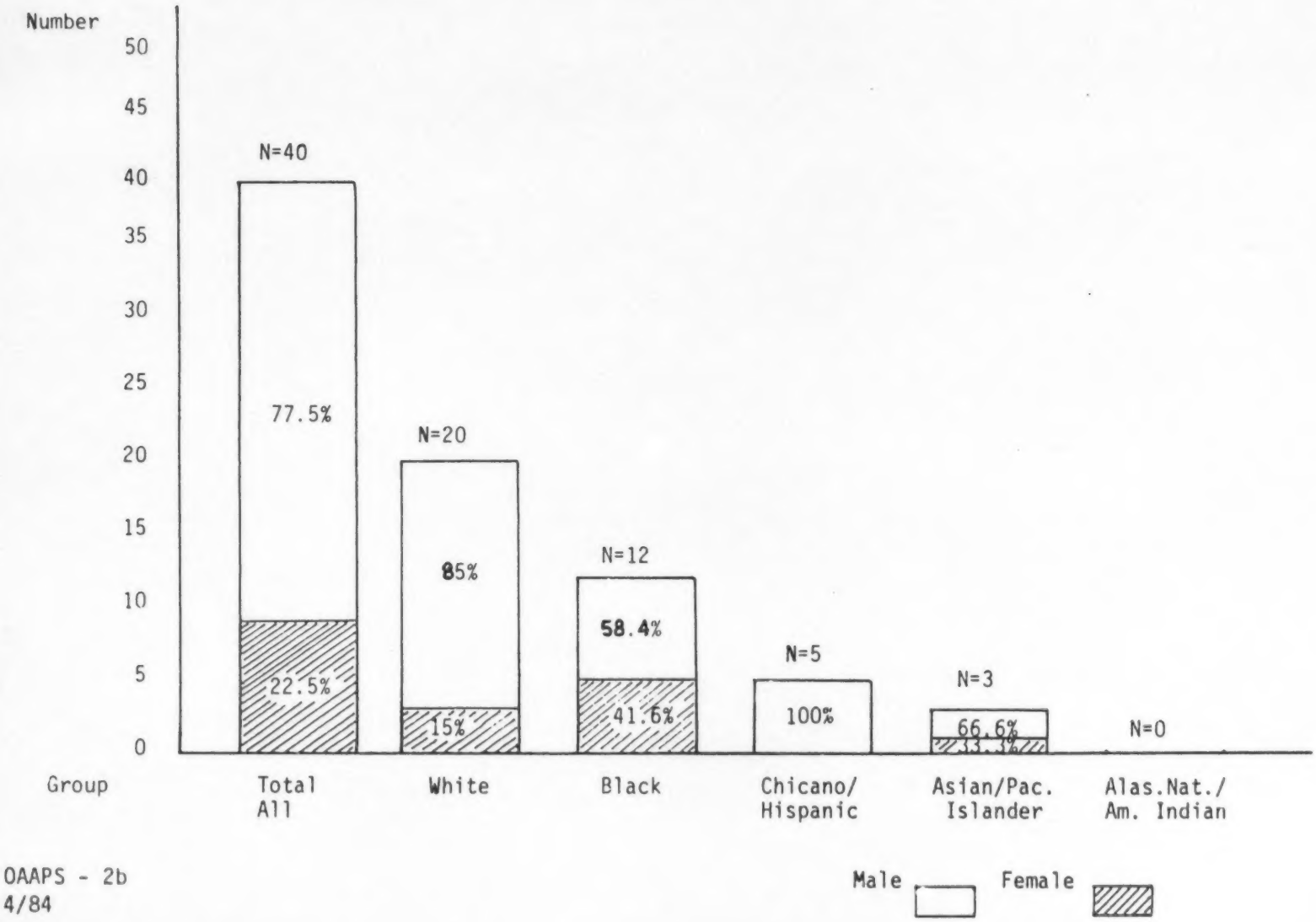
OAAPS - 2
4/84

SELECTED DISTRICTWIDE REPRESENTATION BY SEX
AND ETHNICGROUP OF EMPLOYEES FOR THE
EXECUTIVE/ADMINISTRATIVE/MANAGERIAL CATEGORY



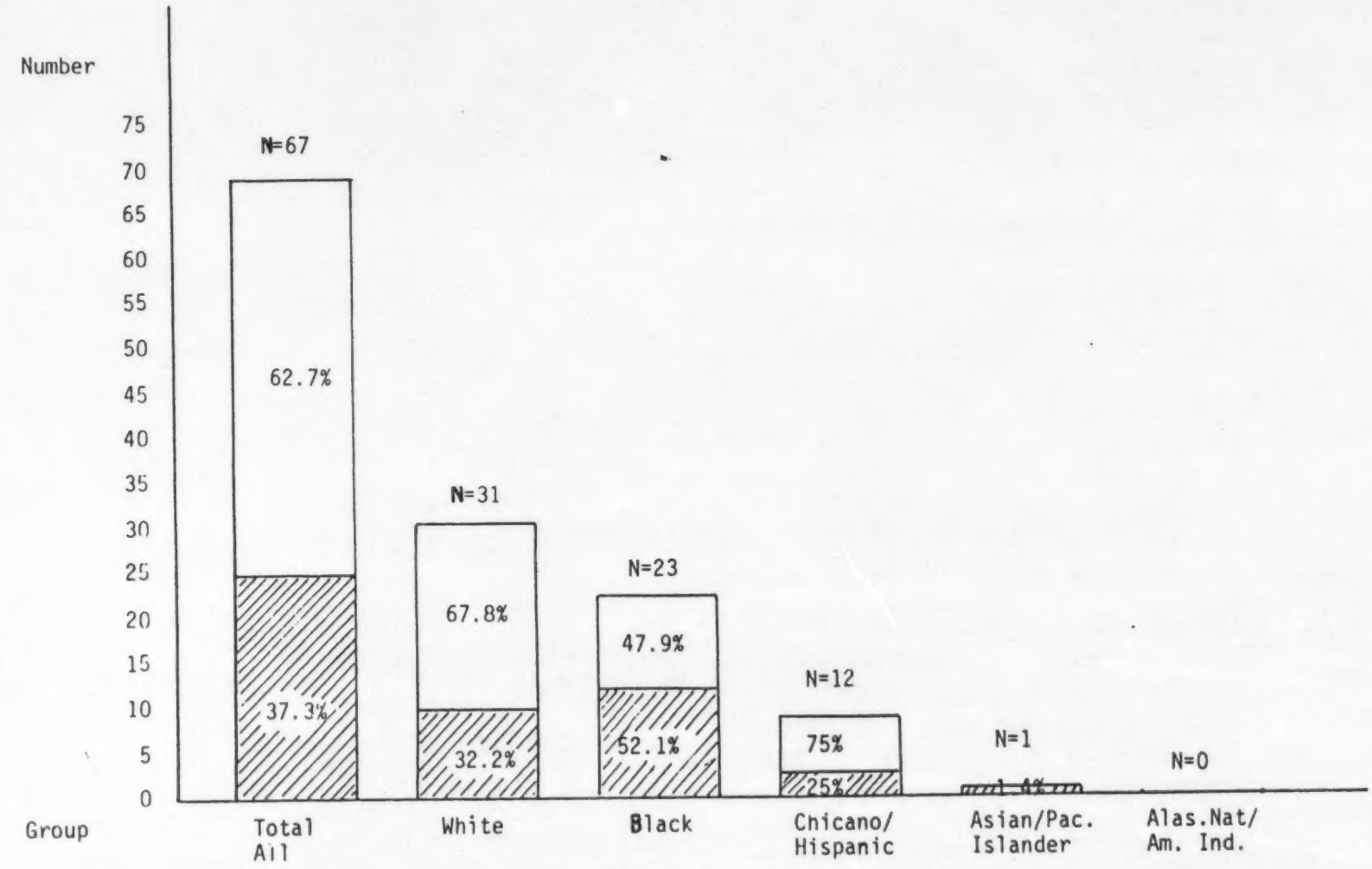
OAAPS-1a
4/84

SELECTED DISTRICTWIDE REPRESENTATION
BY SEX AND ETHNICGROUP - DEANS



OAAPS - 2b
4/84

SELECTED DISTRICTWIDE REPRESENTATION
BY SEX AND ETHNICGROUP - ASSISTANT DEANS



OAAPS - 3c
4/84

ERIC CLEARINGHOUSE
FOR JUNIOR COLLEGES
NOV 15 1985